**Behaviour Technician**

**Are you looking for a career opportunity where you can make a difference?** If so, we have career opportunities where you can do just that!

Community Living Dufferin is a not-for-profit agency that provides supports and services to people with an intellectual disability in all aspects of their lives. We are embarking on supporting people with complex support needs in our new Behavioural treatment program.

**We are hiring Behaviour Technicians** to provide strong consistent behavioural support to adults and youth experiencing challenging behaviour.

**ABOUT THE POSITION:**

Under the guidance of the clinical services area administrator, the Behaviour Technician will provide support to people following their behaviour support plans and guidelines. They will provide clinical skills instruction and behavior reduction protocols based upon the principles of applied behaviour analysis to youth and adults with intellectual disabilities. This position will be responsible to collect data on programs, adhere to behaviour management strategies, and assist with clinical assessments as needed.

**The Behaviour Technician** will work as part of a team to provide strong consistent behavioural support to adults and youth experiencing challenging behaviour. Some of the key responsibilities include:

* Provide supports and services as directed in the persons current behaviour support plan and service agreement.
* Provide direct supports in individual and group settings utilizing a combination of intensive teaching and natural environment training arrangements.
* Follow the prescribed behavioural skill acquisition and behaviour reduction protocols.
* Effectively communicate with parents and caregivers regarding person’s progress as instructed by the Area Administrator of Clinical Supports, Board-Certified Behaviour Therapist Assistant BCaBA) and/or Board-Certified Behavior Analyst (BCBA).
* Support people in assessing risk and developing a plan to help keep person safe, being aware of personal safety issues in the process.
* Support people through the choices they make and educate the person on the potential consequences involved in choice and decision-making.
* Support people as required with life, community living and personal social/sexual skills.
* Administer medication.

**JOB REQUIREMENTS:**

* Preferred and/or working towards a degree/diploma/certificate in a relevant field i.e., Applied Behaviour Analysis, Developmental Service Worker, Registered Behaviour Technician, Psychology, Police Foundations, Law & Security, or equivalent field from an accredited college. We’re willing to train the right fit!
* Experience working with people who have an intellectual disability and mental health/dual diagnosis an asset.
* Must have or obtain certificate in First Aid/CPR and 5-day Safe Management (SMG).
* Must be mature, self-motivated, reliable, flexible and demonstrate sound judgement, emotional resilience, and the ability to work in a challenging environment independently.
* Must have a clear criminal record check with vulnerable sector screening.
* Must be able to provide satisfactory medical examination.
* Must have reliable transportation.
* Must have at minimum, two COVID-19 vaccinations, subject to the employer’s duty to accommodate under applicable Human Rights legislation.

**PHYSICAL REQUIREMENTS:**

* Must be able to lift up to 50 pounds.
* Must be able to assume and maintain a variety of postures (kneeling, squatting crawling, sitting, standing) for extended periods of time.
* Must be willing and able to restrain/hold/transport and utilize quick body movements as indicated in the behavior support plan in the course of working with adults with challenging behavior.

**Salary starts at $34.02 per hour.**

**Why work at Community Living Dufferin?**

Our staff take pride in the work they do making a difference in the lives of the people they support and within their community. Working at Community Living Dufferin, you will be amongst a great team of people who are dedicated to recognizing the potential in others and helping to create an inclusive environment where all are welcomed and appreciated. As one of the largest employers in Dufferin County, we employ over 200 staff, and we are growing! Our staff also enjoy a workplace that fosters opportunities for skill development through educational opportunities.

**We offer:**

* Advancement opportunities
* Skill development through educational opportunities
* Full time and Part time positions
* Opportunity to be meaningful and impactful in your work.
* Competitive salary
* Matched pension contributions and group benefits or pay in lieu of benefits (*dependent on position)*

Interested applicants please submit your resume and cover letter to the Human Resources Team at **HRDepartment@cldufferin.ca**

We appreciate your interest in our organisation, only selected candidates will be contacted.

*Community Living Dufferin is committed to providing a recruitment and selection process that is inclusive and free from barriers. Accommodations for job applicants with disabilities are available upon request and will be provided in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. Applicants are required, in advance, to make any accommodation request known to Human Resources by contacting (519) 941-8971 ext. 152 and Human Resources will strive to provide reasonable and appropriate accommodation for all applicants during the recruitment and selection process, which will ensure the process, is conducted in a fair and equitable manner.*