



Empowering lives, enriching communities, transforming futures.

## Behaviour Consultant Terrace/Prince Rupert/Kitimat Area

Thompson Community Services, (TCS), is seeking a skilled and compassionate Behaviour Consultant to join our team. In this role, you will support individuals with developmental disabilities by working with all levels of TCS staff to create and develop Functional Behavioural Assessments, developing Positive Behaviour Support plans, and working collaboratively with families and support teams to improve quality of life and increase independence. In this position you will supervise the application of Functional Behavioural Assessments along with their implementation in the workplace. This position follows evidence-based practices including Positive Behaviour Support (PBS) and person-centred planning.

At TCS, we are committed to supporting inclusive communities where individuals are empowered to live meaningful lives. Our Behaviour Consultants play a key role setting the standards of the TCS in helping individuals build skills, reduce challenging behaviours, and achieve their personal goals.

This is a leadership role where your skills and abilities to work and direct staff and key stakeholders in ensuring excellence in positive behavioural supports are required.

### Key Duties and Responsibilities

- Conduct Functional Behaviour Assessments (FBA) to identify, assess, and monitor individual's behavioural, social, and developmental needs in collaboration with families, caregivers, and other service providers. By directing and supervising staff in FBA implementation.
- Develop and maintain individualized Behaviour Support Plans (BSP) using positive behaviour support strategies and evidence-based behavioural analysis techniques. Provide clinical leadership and supervision to staff implementing these plans, including coaching, monitoring fidelity, and ensuring interventions are delivered effectively to support individuals in developing skills and participating fully in community life.
- Direct and support staff in the application of psychological theories and principles related to learning, memory, communication, perception, and behavioural development when designing and implementing behavioural interventions.
- Collaborate with families, caregivers, support workers, and multidisciplinary teams to ensure coordinated service delivery and effective implementation of behaviour support strategies.
- Train, coach, and evaluate staff members and support caregivers to implement individualized behaviour plans and interventions.

- Provide clinical oversight and supervision to staff implementing Behaviour Support Plans (BSP), ensuring plans are delivered with fidelity and in accordance with best practices. Evaluate program effectiveness through data collection, analysis, and regular review, and make necessary adjustments to support positive outcomes for individuals supported.
- Identify and respond to crisis situations, providing direction, consultation, guidance, and directing and implementing intervention strategies to safely manage challenging behaviours and reduce escalation.
- Facilitate individual or group consultation and coaching to support personal, social, and community participation goals.
- Develop written documentation including assessments, behaviour support plans, progress reports, and recommendations, including goals, tasks, and timelines for implementation.
- Maintain accurate and confidential individual records and reports in accordance with organizational standards and CLBC requirements.
- Remain current with research, literature, and best practices in behaviour analysis, positive behaviour support, and developmental disability services.
- Advocate for individuals to ensure access to appropriate supports, services, and inclusive opportunities within their communities.
- Perform other related duties as required to support service delivery and program effectiveness.

## Qualifications

### Education and Relevant Experience

- Master's degree in Clinical Psychology, Educational Psychology, Special Education, or a related field, or
- Board Certified Behaviour Analyst (BCBA), or
- Bachelor's degree in a related field with clinical supervision and demonstrated experience in behaviour assessment and intervention planning
- Two (2) years recent related experience;
- Supervisory or management experience in ensuring compliance with organizational policies, Behavioural Support Plans, and regulatory or contractual requirements.
- As a consultant in a related field
- Supporting individuals with developmental disabilities and complex behavioural needs.
- Conducting behavioural assessments and developing intervention plans.

## **Certifications**

- Certification as a Behaviour Analyst, (BCBA), or equivalent is preferred
- Training in Positive Behaviour Support (PBS)
- Formal training, education, or certification in supervision or management
- Mandt, or other crisis prevention/intervention training

## **Skills**

- Strong knowledge of evidence-based behavioural practices
- Excellent communication and collaboration skills
- Ability to lead, supervise, and train teams effectively.
- Strong analytical and problem-solving abilities
- Commitment to person-centred and inclusive practices

## **Additional Requirements**

- This position involves working during business hours, evenings, and weekends according to current case load need
- Valid driver's license and access to reliable transportation
- Criminal record check for vulnerable populations
- OFA Level 1 First Aid (or equivalent)
- Clean driver's abstract

## **Why Work With TCS**

- Opportunity to make a meaningful difference in people's lives
- Collaborative and supportive professional environment
- Commitment to inclusive, person-centred practices
- Opportunities for professional growth and development

## **To Apply:**

Please submit your resume and cover letter to Martin Christiansen at [mchristiansen@tcsinfo.ca](mailto:mchristiansen@tcsinfo.ca) with the subject line *Behaviour Consultant Application*.

This is a salaried management position, with an annual starting salary of \$89,502 to \$109,574, based on education, credentials, and experience. The compensation package includes company-paid benefits, and a defined benefit pension plan through the Municipal Pension Plan.