

**Policy Document No: Per 1.1.2**

Positive Behaviour Support Clinical Specialist Person Specification

**Job Title:** Positive Behaviour Support Clinical Specialist

**Service:** Central Services

**Responsible to:** Consultant Clinical Psychologist/Applied Psychology Lead

<u>Knowledge</u>	<u>Essential</u>	<u>Des</u>
<b>1. In-depth knowledge of the Positive Behavioural Support (PBS) framework.</b>	✓	
<b>2. In-depth knowledge of intellectual disabilities and/or autism.</b>	✓	
<b>3. Knowledge of relevant legislation, guidance and initiatives in relation to people with intellectual disabilities, those who are autistic and people who may at times present with behaviours of concern.</b>	✓	
<b>4. Knowledge of restrictive practice reduction.</b>	✓	
<b>5. Knowledge of trauma informed care.</b>	✓	

Training and Qualifications

<b>1. Masters level qualification in ABA /PBS or equivalent.</b>	✓	
<b>2. Registered as a Board Certified Behaviour Analyst (BCBA) or UK Behaviour Analyst, UKBA (cert).</b>	✓	
<b>3. Registered member with the UK Society of Behaviour Analysis (UK-SBA),</b>	✓	
<b>4. Evidence of continuous professional development.</b>	✓	
5. Training in clinical supervision	✓	
6. Training in management or leadership.		✓

**Skills and Abilities**

- 1. Excellent interpersonal skills, able to work collaboratively with key people.** ✓
- 2. Advanced skills in collecting and analysing complex data and communicating this effectively to others.** ✓
- 3. Advanced skill in carrying out functional behavioural assessment.** ✓
- 4. Advanced skills in designing and implementing holistic multi-component behavioural interventions.** ✓
- 5. Skilled in communicating information to a broad range of people in a sensitive, appropriate manner.** ✓
- 6. Advanced skills in leading by example, able to coach and motivate others to implement interventions.** ✓
- 7. Ability to identify and contribute to improvements in the quality of the service delivered.** ✓
8. Skilled in leading service and/or organisation-wide PBS initiatives. ✓
9. Ability to develop lead specialism in area of interest. ✓
10. Research and/or clinical audit skills. ✓
11. Ability to self-evaluate and reflect in and on practice ✓
12. Ability to disseminate practice via professional conferences and/or forums. ✓

**Experience Required**

- 1. Extensive experience of working within a PBS informed** ✓

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service.**

- 2. Extensive experience of working as part of a multi-disciplinary team.** ✓
- 3. Extensive experience of developing and delivering PBS training to groups, including introduction and intermediate level training.** ✓
- 4. Extensive experience of coaching and mentoring key people, including support staff and service managers.** ✓
- 5. Experience of supervising others.** ✓
- 6. Experience of identifying and contribute to improvements in the quality of the service delivered.** ✓
7. Experience of leading or supporting service-wide initiatives. ✓
8. Leadership and management experience. ✓
9. A member of relevant specialist interest groups. ✓