



VERNON AND DISTRICT ASSOCIATION FOR COMMUNITY LIVING

4240 Alexis Park Drive, Vernon, BC V1T 6H3
Ph: 250 542-2374 Fax: 250-549-3394 Email: info@vdacl.ca

BEHAVIOUR SUPPORT COUNSELLOR

ROLE OVERVIEW

In addition to being an upstanding representative of Vernon & District Association for Community Living, the Behaviour Support Counsellor will be an advocate for persons with disabilities. The Counsellor will be working with adults living with a variety of challenges including diagnosed on the autism spectrum, developmental disabilities, living with FASD, or with a complex developmental and behavioural conditions, complex medical conditions, or other special needs. The Counsellor will provide assessment, education, support, skill building and behaviour intervention; as well as support for coordination of services for the staff, families or Homeshare providers or with other service partners and stakeholders. The Counsellor will develop an individualized support plan, which may include behaviour intervention strategies to reduce problem behaviours, skill building and coping strategies, and developing community and natural supports.

Candidates for this position will possess sufficient training and experience to perform all responsibilities of the job description, such as knowledge and experience serving the target population.

REQUIRED SKILLS:

- **Assessment:** Demonstrated ability to complete initial and ongoing client assessments through appropriate/prescribed technical, therapeutic, and safety interventions.
- **Knowledge Integration:** Integrates best practice and current research evidence to support professional practice decisions and actions.
- **Communication:** Demonstrated ability to communicate effectively with clients, families, the public, medical staff and members of the interdisciplinary team using verbal, written, computer communication means. Ability to effectively apply conflict resolution skills.
- **Critical Thinking:** Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve and make decisions effectively. Applies the problem solving process demonstrating critical thinking and decision making skills using a systems approach.
- **Person and Relationship Centered Practice:** Ability to promote and deliver client-focused care that demonstrates care for and with clients and significant others, sensitivity to diverse cultures and preferences, client advocacy and social justice concerns.
- **Self Management:** Demonstrated ability to organize work, set objectives and establish priorities. Manages time and resources, implements activities to promote cooperation among the interdisciplinary team and collaborates across disciplines.
- **Teamwork:** Demonstrated ability to foster teamwork and a commitment to excellence in the provision of client care.



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- Demonstrated data analysis skills including appropriate statistical data analysis and reporting tools.
- Demonstrated ability in the use of e-mail and word processing. Ability to operate other related equipment as required in the specific practice area.

KEY RESPONSIBILITIES

- To work within an integrated team model to identify and access the needs of the individual
- Implementation and monitoring of interventions such as Behaviour Support and Safety Plans
- Liaise with other behavioural services as needed (Possibilities and Laurel Behaviour Services)
- Liaise with DDMHS supports and attend meetings as required
- Assume the role as Behavioural Lead with CLBC
- Work with Home Share Providers on behaviour strategies
- Counsel clients with grief, loss, change, family dynamics, relationship, anger management, addiction, etc
- Provide crisis intervention as well as debriefing to clients as well as staff as needed
- Gain knowledge in addictions with persons with disabilities
- Communicate using different styles and methods to suit individual clients and situations
- Effectively assist clients in problem solving day to day issues and generate alternative strategies to reach their goals

Qualifications

- Minimum Bachelor Degree from an accredited University in Social Sciences, Psychology or Social Work. Preferred Master's Degree in Social Work or Clinical Counselling from an accredited University.
- Minimum 5 years experience providing counselling to adults with complex developmental conditions
- Proven experience providing Applied Behaviour Analysis
- Eligible for registration with the relevant professional association
- Valid BC Driver's License and access to personal vehicle for business related purposes
- Clean Criminal Record Check
- Preference will be given to persons holding a or in the process of obtaining a BCBA certification

CLOSING DATE: March 31, at 2:00 pm Submit current resume with cover letter, clearly outlining experience as it pertains to outlined qualifications, duties and requirements, in confidence, to: **Janet Hackman, Director of Human Resources at jhackman@vdacl.ca or by mail to 4240 Alexis Park Drive, Vernon, B.C. V1T 6H3**