

Dufferin Child and Family Services is a multi-service agency providing Children's Mental Health, Child Protection and Developmental Support.

The agency currently requires:

**1 - Permanent full time – Board Certified Behaviour Analyst (BCBA)**

As the Board Certified Behaviour Analyst (BCBA) at DCAFS, you will be responsible for assessing, designing, monitoring, and supervising the implementation of applied behaviour analysis programs for children with Autism. This BCBA will have a proven record of working as a team leader. The BCBA will be expected to collaborate with an SLP, OT, School Boards and other disciplines while providing their expertise in ABA to generate an individualized program for each child.

**CLINICAL RESPONSIBILITIES**

- Leads staff team through operational and clinical oversight
- Supports team in conducting functional assessments, including analysis and interpretation of results
- Designs and develops service plans in collaboration with Behaviour Therapists/Clinicians according to demonstrated best practices of Applied Behavioural Analysis
- Develops monitoring and data recording systems
- Reviews and analyzes data based on objective evidence in the development of the programs
- Conducts on-site clinical supervision of direct service delivery, responsible for ongoing program evaluation and modifications as needed to support plans
- Provides clinical training, supervision and oversight to Behaviour Therapists/Clinicians and Support Workers within the organization
- Collaborates with the team and consulting professionals to develop a systematic method of program evaluation to measure the individuals progress as well as to improve the service delivery of the team throughout the year

**REQUIREMENTS:**

- Master's Degree in Applied Behaviour Analysis or equivalent
- Board Certified Behaviour Analyst (BCBA) Certification required and meets the 'Qualifications for Clinical Supervisors of behaviour services' as defined by MCCSS
- Minimum 5 years' experience working with children/youth with Autism Spectrum Disorder, conducting behavioural assessments, development of behaviour interventions and analysis of data
- Experience working as a professional within a clinical multidisciplinary team that follows a biopsychosocial model of treatment and intervention
- Exceptional verbal and written communication skills with the ability to communicate effectively with supported individuals, families, employees and other agencies
- Experience working with children, youth and their families

- Previous supervision experience is preferred
- Excellent ability to supervise and train employees in the implementation and monitoring of behavioural programs
- Ability to function both independently and collaboratively with initiative and self-motivation
- Current certification in first aid, cardio pulmonary resuscitation (CPR), non-violent crisis prevention intervention
- This position requires the successful candidate to have a valid Ontario Driver's License and access to a reliable vehicle.

If you are interested in this job opportunity, please apply by email on or before Friday May 27th, 2022 [hr@dcafs.on.ca](mailto:hr@dcafs.on.ca) **quoting reference number 2022 – 024**

As an employer committed to employment equity and accessibility for persons with disabilities, we encourage applications from members of equity-seeking communities including racialized and Indigenous persons, persons with disabilities, women, and persons of all sexual orientations and gender identities/expressions. Our hiring framework is founded in equity, truth and reconciliation, anti-black racism, and anti-oppressive practices.

DCAFS is committed to providing a recruitment and selection process that is both 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**.

DCAFS requires all employees, contractors, students, and volunteers to be fully vaccinated against COVID-19, absent of a valid medical exemption.

Applicants are required, in advance, to make any accommodation request known to Human Resources by contacting the department at (519) 941-1530 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

**Thank you for your interest; however only those selected for an interview will be contacted.**

**Role Location:** Dufferin and Wellington

**Reports to:** Clinical Services Manager

**Hours of Work:** 33 hours per week

**Job Grade:** 5

\*This position is outside of the union