

Job Profile

Job Title	Regional Clinician (Positive Behavioural Support)
Reports to (job title)	Regional Lead for Transforming Care
Clinically supervised by	Clinical Expert – Positive Behavioural Support
Job Reference No.	HOMEJD787

The job in a **nutshell...**

You'll provide a specialist Positive Behavioural Support Service to our Transforming Care customers and colleagues across the region which includes the provision of functional behaviour assessments and interventions to aid the transitioning, care and support for customers.

Working alongside our multi-disciplinary teams, you'll provide leadership, training and consultation with regard to understanding and supporting customers who may use behaviours that concern.

You will ensure that all practice is evidence-based and provided within legal, professional and ethical boundaries as laid down by Professional/National Bodies and guidance.

What **success** will look like...

Functional behaviour assessments completed, and PBS plans developed, implemented and evaluated through collaborative working with customers, their families, clinical and operational colleagues

Effective clinical/practice supervision and coaching of operational/service-based PBS colleagues is provided in your region that enables the delivery of brilliant outcomes for our customers.

Specialist PBS advice, guidance and consultation is provided to other professionals and colleagues, contributing directly to customers' formulation and intervention plans.

Contributing to the design, development and embedding of new interventions and practices aligned to our LIFE model.

Education and development of colleagues is provided on management of risk, PBS, Active Support, skills development and other areas of best practice.

Proactive identification and management of clinical risks are achieved through working collaboratively with clinical and operational colleagues and overseeing clinical risk assessment

Management and oversight of the use of restrictive practices are identified in PBS plans for customers and support provided to reduce their use as part of our restraint reduction approach.

Excellent working relationships are built and maintained with internal and external clinicians, colleagues and families to ensure brilliant outcomes for our customers.

Engage in regular clinical professional supervision from the Clinical Expert - PBS and where appropriate, other professional colleagues.

PBS quality standards are delivered in your region in line with national standards/guidance on PBS best practice and appropriate monitoring and audit completed to ensure compliance.

The successful delivery of the organisational strategy is achieved by working closely with and supporting the Clinical Expert - PBS, Regional Transforming Care Manager and other Regional clinicians.

You may be required to undertake duties not specified in the job description, but which are commensurate with the role. You may, for example, be required to work in locations other than those specified in the job description as required by service need. You may also be required to work flexible hours as required by service need and to hold an on-call role out of hours.

You'll already have these **brilliant** skills, qualifications and knowledge...

A recognised professional qualification **OR** first degree in a related field (e.g. Intellectual Disabilities, Learning Disability or Mental Health nursing, psychology, applied psychology, health and social care or similar) **PLUS** a recognised post-graduate qualification in Positive Behavioural Support/Applied Behaviour Analysis or be a Board-Certified Behaviour Analyst (BCBA).

Substantial professional experience in a health or social care environment.

Up to date registration or qualification appropriate to this role and have evidence of self-led continued professional development.

An experienced PBS Specialist with a track record of leading the delivery of support to adults with complex presentations including learning disability, autistic spectrum conditions, mental health problems, behaviours that concern and trauma.

Experience of the practical application of PBS including functional behavioural assessment, writing reports and the implementation of PBS plans.

Demonstrable experience of developing/delivering training and coaching in your area of expertise with a willingness to continue study in the specialist areas of learning disability, autistic spectrum conditions, mental health and PBS.

A creative thinker, solution focused, passionate about person-centred and strengths-based support.

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Naturally resilient, accustomed to working to tight deadlines and can manage competing priorities whilst maintaining your own wellbeing.

A full UK driving license with access to the use of your own car for business purposes.

We'd also love you to have, or be **brilliant** at... (but don't worry if not)

We would also love you to have a qualification or evidence of education in management/ leadership.

We're all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development in order to be the best you can be. This includes understanding and keeping up to date with all of our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Other **important** stuff...

You'll be a budget holder? No ☒ Yes ☐.

You'll manage people? No ☐ Yes ☒ around 6-8 direct reports

We all work flexibly at Home Group but the level of travel in this role is usually...

Occasional ☐ Regular ☐ Frequent ☒

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Brilliant ★ People

At Home Group, every colleague lives and demonstrates our values and brilliant people behaviours as part of their role.



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That's when it hits home
www.homegroup.org.uk/careers