

Benchmark Title **BEHAVIOUR CONSULTANT – 16P**

Grid Level 16P – Paraprofessional Wage Grid

Job Summary Develops, implements and maintains behavioural intervention strategies and programs for clients and provides training to caregivers to facilitate successful living in the community.

- Key Duties and Responsibilities**
1. Identifies, assesses and monitors clients' needs in conjunction with caregivers and/or other service providers.
 2. Develops, implements and maintains individual behavioural intervention strategies and programs to allow clients to more fully and actively participate in community life. Applies psychological theories and principles and behavioural analysis techniques regarding behaviour and mental processes such as learning, memory, perception and language developments.
 3. Identifies crisis situations and implements interventions to deal with such episodes.
 4. Counsels individuals and groups to achieve more effective personal, social and vocational development.
 5. Provides training to caregivers and others to implement individualized plans for clients.
 6. Develops written plans, which include needs identification, goals, tasks and timeframes with regard to client programs, in conjunction with caregivers and/or other service providers.
 7. Keeps current on literature and research in the field. Provides up-to-date best practice information.
 8. Maintains related records and prepares reports.
 9. Performs other related duties as required.

Qualifications *Education and Knowledge*
Master's degree in Counselling Psychology or a related field.

Training and Experience
Two (2) years recent related experience.
Or an equivalent combination of education, training and experience.

COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

BENCHMARK TITLE: Behaviour Consultant

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires a Master’s Degree in Psychology or a related field	7	131
2	Training and Experience – Requires 2 years recent related experience	4	100
3	Physical Demands – Often involves very light physical exertion in writing reports	2	14
4	Concentration – Often listens to patients to interpret client needs and behaviour; often requires a very high level of mental demand to define problems and develop treatment plans	6	50
5	Independence – Guided by counselling psychology standards; develop, implement and maintain clinical behaviour intervention strategies and programs.	6	86
6	Judgement – Modifies intervention techniques in accordance with clients’ needs and progress applies psychological theories and principles and behavioural analysis techniques re behaviour and mental processes such as learning, memory, perception and language development.	6	86
7	Leadership/Supervision – Provides training to caregivers requiring judgement and interpretation of client plans	4	80
8	Accountability – Work is evaluated for compliance to counselling psychology standards; work has direct impact on client services; errors may result in substantial loss of time in terms of delay in clients’ progress	5	71
9	Communication – Provides clinical counselling to clients with behavioural problems	6	86
10	Care of Individuals – Work involves providing clinical counselling	5	50
11	Environment/Working Conditions – Often exposed to moderately undesirable working conditions in the form of unpleasant dealings with clients with behavioural problems	5	42
Total Points			796
Grid Level			16P