**Job Title:** Positive Behaviour Support Practitioner

**Location: Home based- East Anglia**

**Job Type:** Full time (40hrs PW)

**Salary:** Up to£35,000 +Car allowance

**Reports to:** PBS Lead

**About the service**

Swanton Care & Community is a national provider of care and support with a diverse range of services. The people we support have complex needs, they may have autism, learning disabilities, mental health issues or need rehab in a specialist nursing service. We believe that with the right support everyone can achieve greater independence and fulfilling lives, as each person we support is at the heart of all services we provide.

**Role overview:**

We are seeking a passionate and experienced PBS Practitioner to join our team within a national high-quality care provider providing support across England and Scotland (this vacancy is for East Anglia coverage including Ipswich and Norfolk. Out of area coverage may be required on occasion). The ideal candidate will be responsible for managing a caseload of people we support to conducting functional assessments, developing and implementing positive behaviour support plans resulting in improved outcomes. The role sits within our quality team and joins Swanton at an exciting time as we embed a new organisational PBS Strategy focused on a more sustainable and systemic approach.

In line with our organisational commitment to PBS, the candidate will take a lead on practice development and training in specialist subjects including PBS, Active Support and Physical Intervention.

**Key responsibilities:**

* Support practice leaders of our organisation to implement PBS and Active Support values and culture into our services as part of our national strategy, through;
  + Delivering training, and practice development, in PBS and Active Support
  + Observing, coaching and modelling best practice in services
  + Facilitate the embedding of PBS and Active support in team meetings; providing feedback and support to colleagues in the Operations Team with action planning
  + Support with completing quality of life audits
  + Informing guidance, tools and strategies to upskill operational managers and front-line support staff
* Hold a caseload of referrals for people and children we support requiring more intensive PBS intervention including;
  + Completing functional behaviour assessments and formulation including data analysis
  + Writing, developing and reviewing of Positive Behaviour Support plans
  + PBS plan implementation (including staff training, coaching and development)
  + Support with de-briefing and post incident analysis for serious incidents
  + Contribution in MDT forums and meetings
  + Support with risk management and crisis planning
* Support your area of responsibility to;
  + Identify, monitor and report on behavioural incidents and trends, support with identifying actions to minimise instances and severity of such incidents
  + Report on restriction reduction planning and support with identifying actions to reduce restrictive practice
  + Support with new admissions and transition planning

**Qualifications and Experience:**

* **Education:**
* Essential: Level 5 qualification in PBS or equivalent/above (or willing to complete)
* **Experience:** Professional experience working with children and/or adults with Autism and learning disabilities and behaviours of concern. 1 year of working in a PBS role or equivalent
* **Knowledge:** In- depth knowledge of support needs of people with Autism, learning disabilities and mental health disorders. Sound understanding of PBS, Active Support, Mental Capacity and how this is used to inform practice
* **Skills:**
  + Proven leadership and coaching skills
  + Strong observation, analytical and problem-solving skills
  + Excellent written and verbal communication skills
  + Ability to develop and deliver training programmes
  + Good time management skills and ability to prioritise workload
  + Functional assessment skills.
* **Attributes:**
  + Attention to detail
  + High level of integrity and professionalism
  + Ability to work independently and as part of a team
  + Strong organizational skills
  + Willingness to undertake travel, including occasional overnight stays.

**Benefits:**

* Competitive salary and benefits package
* Opportunity for professional development and training
* Flexible working arrangements
* Supportive and inclusive work environment
* Clinical supervision from PBS Lead.

**How to Apply:**

Interested candidates should submit their CV and a cover letter detailing their relevant experience and qualifications to [Charlotte.harrison@swantoncare.com](mailto:Charlotte.harrison@swantoncare.com)