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The Behaviour Analyst Internship

"Education is what survives when what has been learned has been forgotten." B.F. Skinner

- **Kick start your career** in Applied Behaviour Analysis & Positive Behaviour Support.
- **Gain valuable experience** in one of only a handful of UK adult autism care providers that are pioneering Positive Behaviour Support led by Board Certified Behaviour Analysts.
- **Put your education into practice by helping:**
 - Some of society's most vulnerable citizens overcome real-life challenges and barriers to a good quality of life.
 - Our teams provide high-quality, outcome-focused care & support.
- **Access BCBA clinical supervision** required for the BACB task list
- **Ready yourself to 'level up'** for Behaviour Analyst opportunities arising from our projected organic growth.

About Green Light

Established in 2009 with the Mission of "empowering people to achieve a lifestyle they're proud of", Green Light provides accommodation and tailored support to adults with autism, learning disabilities and other complex needs from small homes across Cornwall, UK.

Purpose of Role

The Behaviour Analyst Internship role was created in December 2019 to bridge the gap between academic knowledge and clinical practice, and build capacity for anticipated future 'customer' needs for high-quality, outcome-focused care and support by nurturing newly-qualified talent.

Relocation Support

We can offer a relocation package for successful applicants.

Behaviour Analyst Intern

Job Description

Reporting to **The Registered Manager** at **Green Light PBS Ltd.** with supervision from a **Board Certified Behaviour Analyst**

Code of Conduct

A [Code of Conduct](#) applies to Adult Social Care Workers (and Healthcare Support Workers) in England, meaning workers should:

1. Be accountable by making sure you can answer for your actions or omissions.
2. Promote and uphold the privacy, dignity, rights, health and wellbeing of people who use health and care services and their carers at all times.
3. Work in collaboration with your colleagues to ensure the delivery of high quality, safe and compassionate healthcare, care and support.
4. Communicate in an open, and effective way to promote the health, safety and wellbeing of people who use health and care services and their carers.
5. Respect a person's right to confidentiality.
6. Strive to improve the quality of healthcare, care and support through continuing professional development.
7. Uphold and promote equality, diversity and inclusion.

Duties

- **Act in accordance with the Code of Conduct**
- **The care, safety & supervision** of people being supported by the company.
- **Act to meet the individual needs** of people supported by the company. Assist in the development of our understanding of those needs and how these should be best met.
- Develop **effective working relationships and communication** with colleagues, supervisors and other stakeholders.
- **Identify, report and minimise risks** to people
(e.g. risks to people being supported, to yourself, to colleagues and members of the public)
- Cooperate with the development & implementation of:
 - Company policies & procedures
 - Individual strategies, approaches and care plans aiming to safely and effectively meet people's needs
 - Plans, structures and routines agreed by the Registered Manager to ensure the safe and effective running of the home
- **Ensure the home is safe**, clean, tidy and well-maintained inside and out and that resources under your control are safe, well cared for and fit-for-purpose. (e.g. any vehicles provided)

Intern Specific Duties

This post is a full time post, 39 hours, to cover 'Acceptable Activities' described in the [BCBA/BCaBA Experience Standards](#) (07/2019) with hours, distributed as follows:

Restricted Activities, 20 hours, e.g:	Unrestricted Activities, 19 hours, e.g:
<ul style="list-style-type: none">• Delivery of therapeutic & instructional procedures for BCBA• Implementation of Positive Behaviour Support plans	<ul style="list-style-type: none">• Observation & data collection• Conducting behaviour analytic assessments• Data graphing & analysis, etc.

Aim

Our aim is to equip Behaviour Analyst Interns with the skills, knowledge and experience required to apply for, and demonstrate competence in Assistant Behaviour Analyst (BCaBA) roles being created by Green Light, as we strive to meet demand for outcomes-led person centred services. Promotion to Assistant Behaviour Analyst (BCaBA) roles by those demonstrating required performance standards, will give greater access to Unrestricted Activities and BCBA supervision hours required to sit the BCBA exam.

- Ensure you **keep timely, factual records**, including digital reports, logs and records which support the company's legal, reporting, quality and audit assurance obligations.
- Assisting the Registered Manager in ensuring the home complies with industry standards, requirements and regulatory recommendations. (e.g. The Care Quality Commission (CQC), The Health and Safety Executive)
- Respect the fact that the role will involve access to privileged information about the needs of vulnerable individuals, their families and representatives and that there is a need to respect and maintain **confidentiality**.
- Ensure that you maintain **personal integrity** and can be approached by employees with worries or concerns, knowing this will be dealt with professionally, in confidence.
- Ensure you are aware of, and adhere to company and local authority **safeguarding** standards, practices, policies and procedures.
- Ensure you are aware of, and adhere to **Fire and Health & Safety** regulations and fire evacuation procedures in any company premises.
- Ensure you attend **team meetings** so you are aware of current needs, team strategies, approaches and direction.
- Ensure you attend **training** to ensure you remain suitably trained, competent, confident. That you remain aligned with current best practice and capable of fulfilling your delegated responsibilities to required standards.
- Be prepared to **work flexibly**. As part of a team providing 24/7 support, this role involves undertaking a share of rostered evenings, weekends, sleep-in shifts and bank holidays.
- Carry out any other duties as are within the scope, spirit and purpose of the job, the title of the post and its grading, as requested by your supervisor or their nominated other.
- Other tasks or activities not specifically covered by this job description. **Employment conditions can sometimes be unpredictable**. Working with people, particularly those with complex needs, learning disabilities and challenging behaviour, can create circumstances that team members need to adapt and respond to. Those best suited to this kind of work will be those who can adapt and be flexible and build a level of resilience in the face of such challenges.

Person Specification	Criteria		Assessed at	
	Essential	Desirable	Application	Interview
Qualifications - Masters level qualification in Applied Behaviour Analysis or Positive Behaviour Support or working towards this.	✓		✓	
Experience - recent experience of learning disabilities, to include Autistic Spectrum Conditions and challenging behaviour		✓	✓	✓
To have worked in a previous social care setting		✓	✓	
To have customer service experience		✓	✓	
To have worked as part of a team	✓		✓	✓
To have some knowledge of the inspection and regulation framework		✓	✓	✓
Experience in planning meetings, implementing an agenda, chairing a meeting		✓	✓	
To have held a low level of supervisory responsibility and being responsible for particular tasks		✓	✓	✓
Skills Leadership skills		✓	✓	✓
Ability to complete written reports on a laptop or computer	✓		✓	✓
Use of ICT equipment and programmes such as Word and Internet Explorer	✓		✓	✓
Excellent listening, verbal and written communication skills	✓		✓	✓
Personally resilient to the emotional challenges of working with people who display challenging behaviour or who have complex emotional needs.				

While we take appropriate steps to manage risks associated with stress, this is an intrinsically challenging occupation that will not be suitable to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
To be able to work using own initiative and remain calm in challenging situations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ability to follow written instructions and adhere to company policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Personal qualities To recognise and respect the importance of diversity of individuals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Discreet, diplomatic and able to treat information confidentially	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
High levels of personal motivation with the ability to motivate others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Committed to safeguarding and the provision of providing first class care for vulnerable people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pay attention to detail and with the ability to follow up and see actions through to completion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to work as an effective shift leader and able to communicate with all parties in the required time frames whilst delegating tasks to others.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other - Good health and work attendance records*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Valid driving licence and use of car	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Suitable physical fitness in order to move and implement physical interventions for individuals at times of high risk situations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

*Unless absence from work can be explained and validated where required