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Behaviour Analyst Job Description

About Green Light PBS Ltd.

Vision *“a varied & developmental lifestyle”*

Mission *“empowering people to achieve a lifestyle they are proud of”*

Green Light PBS Ltd. was established in 2010 to provide support and accommodation to adults with autism and learning disabilities from registered care homes in Cornwall, UK. By 2025, the company had grown to 350 employees, providing around-the-clock-support from [small homes](#) to people with the following needs.

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| <ul style="list-style-type: none"> • Autism & Asperger Syndrome • Learning Disability • Williams Syndrome • Down’s Syndrome | <ul style="list-style-type: none"> • Epilepsy • Prader-Willi Syndrome • Associated Challenging Behaviour |
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- Job title: **Behaviour Analyst**
- Job Type: Full time time (40 hours)
- Salary: £45, 000 per annum
- Reports to: Senior Behaviour Analyst
- Location: Cornwall - Office based in Newquay with travel between homes in the County
- Purpose: Increase Prosocial Behaviour & Meaningful Life Skills

Key Responsibilities, Tasks & Outcomes

As a key member of Green Light's PBS Team, you will lead the delivery of Positive Behaviour Support at an individual and systemic level. Working with no more than 12 people on your caseload, you will work to ensure the science of behaviour analysis is translated into meaningful, everyday support.

1. Practice Leadership & Hands-On Coaching

- **Lead from the Front:** Actively participate in daily routines to provide concurrent feedback and 'in-situ' coaching. You will model person-centred strategies in real-time to build staff confidence and competence.
- **Support Fidelity:** Directly observe practice and use coaching loops to ensure PBS plans are implemented as intended, moving beyond report-writing to active, side-by-side support.
- **Safety & Crisis Support:** Lead by example during potentially high-intensity situations, modeling de-escalation and, as a last resort, approved physical interventions to ensure the safety of all.

2. Assessment & Formulation

- **Functional Assessment:** Conduct comprehensive Functional Behavioural Assessments (FBA), including triangulation of data to create robust clinical formulations.
- **Individual Service Design:** Develop personalised support proposals and Positive Behaviour Support Plans that prioritise skill-acquisition and the reduction of restrictive practices.
- **Data-Driven Practice:** Establish and oversee robust data collection systems, using visual analysis (graphing) to evaluate intervention effectiveness and guide the Multi-Disciplinary Team (MDT).

3. Team Development & Supervision

- **Professional Mentoring:** Provide training and formal supervision and sign-off for UKiBA and UKvBA colleagues, ensuring their practice meets UK-SBA competency standards.
- **Specialist Training:** Design and deliver Green Light's PBS+ Training, including Learning Disability, Autism and Communication.
- **Collaborative Leadership:** Partner with Registered Managers to embed a "can-do" culture, ensuring behavioural theory is accessible, practical, and meaningful for frontline staff.

4. Professional Integrity & Development

- Ethical Accountability: Uphold the UK-SBA Code of Ethical and Professional Conduct, ensuring all interventions are compliant with the Mental Capacity Act (2005) and Human Rights legislation.
- Continued Growth: Maintain your professional status through the 16+ annual UK-SBA CPD credits and active participation in peer supervision and professional forums.

Person Specification: Behaviour Analyst (UKBA cert)

Professional Credentials & Qualifications

- Certification: Current UKBA(cert) status is essential.
- Education: Master's degree in Applied Behaviour Analysis (ABA) or Positive Behaviour Support (PBS).
- Registration: Current registered member of the UK Society for Behaviour Analysis (UK-SBA).
- Compliance: Committed to maintaining the 16+ annual UK-SBA CPD credits (including Ethics and Neurodiversity).
- Driving: Valid UK Driving Licence and use of a car for travel between Cornwall-based homes.

Hands-on Leadership

- Practice Leadership: Proven ability to lead "from the front," working directly alongside staff in live environments to coach and model strategies.
- Physical Resilience: The physical and emotional fitness required to be an active presence in high-intensity settings.
- Safety Intervention: Competence and willingness to directly implement and model approved physical interventions as a last resort.
- In-Situ Coaching: Skilled in providing "live" concurrent feedback to teams during daily routines to translate theory into practice.
- Technical Authority: Expert in leading complex Functional Behavioural Assessments (FBA) and using data-driven visual analysis (graphs) to guide team decision-making.

Experience & Impact

- Specialist Expertise: Substantial experience supporting adults with LD/ASD and behaviours of concern using ABA/PBS principles.
- Team Development: Experience in training and supervising assistant or vocational-level colleagues to UK-SBA standards.
- Outcome Focused: Ability to design and oversee skill acquisition programmes that significantly enhance an individual's quality of life.

Personal Qualities & Ethics

- Approachable & Relatable: Must be able to communicate complex ideas in a down-to-earth manner that resonates with frontline staff. We are looking for "people people" who can build rapport quickly.
- Ethical Rigour: Strict adherence to the UK-SBA Code of Ethical and Professional Conduct and the Mental Capacity Act (2005).
- Tenacity: A confident, solution-oriented approach to delivering service improvements and motivating others.
- Values: Deep commitment to Safeguarding, Equity, Diversity, and Inclusion.
- Collaborative Mindset: Essential ability to integrate into established teams and work with humility, avoiding a traditional "consultant" model toward a partnership model.