



Green Light PBS Ltd. , Mor Workspace, Treloggan Lane, Newquay, Cornwall, TR7 2FP
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Associate 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 2023, the company had grown to 350 employees, providing around-the-clock support from [18 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: **Associate Behaviour Analyst**

Job Type: Full time contract (40 hours)

Salary: £30,000 - £35, 000 per annum
Depending on qualifications & experience

Reports to: Behaviour Analyst - UKBA(cert)

Location: Cornwall - Office based in Newquay with travel between homes in the County

Purpose: Increase Prosocial Behaviour & Meaningful Life Skills

Key Responsibilities, Tasks & Outcomes

In this role you will be a key member of our [Green Light's PBS Team](#) of Behaviour Analysts, Associate Behaviour Analysts and Behaviour Technicians, leading the provision of PBS at individual, team, and company-wide level. With an active caseload of no more than twelve people, you will collaborate closely with your PBS and operational colleagues, utilising your expertise, to empower the people we support with personalised skills-development goals, minimise harmful behaviour, enhance overall health, well-being, and quality of life.

This role is varied and responsive to the needs of the people Green Light support, but will likely include:

- Conducting Initial Needs Assessments from [Referrals](#)
- Developing Individual Service Designs & Support Proposals
- Facilitating Support Planning for Individuals, Families, Teams & Professionals
- Performing Functional Assessments and Positive Behaviour Support Planning
- Conducting Training Sessions for Individuals & Teams
- Providing Coaching and Guidance to Teams
- Observing Practice, Collecting Data, and Providing Feedback
- Collaborating with Registered Managers & their Teams
- Designing and Implementing Training Programs, including PBS+ inc:
 - autism, learning disability, communication, positive behaviour support
- Training, Mentoring, and Supervising Support Staff
- Attending Management, Peer Supervision, & Team Meetings
- Committing to Continuous Professional Development required of aUKBA(cert)
- Staying Updated on Legislation, Research, & Best Practices
- Representing Green Light at Professional Forums
- Occasional National Travel with Overnight Stays
- Proactively Contributing to Green Light's Services in Cornwall
- Remaining Flexible to Support Green Light's Service Needs
- Undertaking Additional Duties as Required by Green Light

Person Specification

	Essential	Desirable
<p><u>Qualifications</u> aUKBA (cert) or working towards</p>	Y	
<p>Any of the following, or other UK-SBA recognised course sequences:</p> <ul style="list-style-type: none"> • PGcert/PGDip in Applied Behaviour Analysis (Bangor Uni, Ulster Uni, Uni of Kent, Uni of South Wales) • PGCert/PGDip in Positive Behaviour Support (Bangor Uni, Uni of Kent) • BSc in Behaviour Analysis and Intervention (Edge Hill) • BSc in Positive Behaviour Support (University of Kent) • CABAS Teacher 1 (graduate) • Level 7 Postgraduate Certificate in PBS (Northumbria University) • Level 6 Advanced Diploma in PBS (Northumbria University) • BTEC Level 5 Professional Diploma in PBS (Wales) • BILD BTEC Level 5 Diploma Practice Leadership in Positive Behaviour Support (BILD BTEC Diploma) 	Y	
Registered member of the UK-Society for Behaviour Analysis and commitment to the Code of Ethical & Professional Conduct	Y	
<p><u>Experience</u> Experience of working with individuals with learning disability, autism and challenging behaviour</p>	Y	
Experience of Applied Behaviour Analysis and Positive Behaviour Support in practice with individuals with learning disabilities, autism and challenging behaviour		Y
Experience of training professionals in the principles of Positive Behaviour Support & Applied Behaviour Analysis		Y
<p><u>Skills</u> Assessment and development of programmes for skill acquisition and behaviour change</p>	Y	
Commitment to the principles of ABA and continuing professional development	Y	
Commitment to demonstrating competence in the	Y	

aUKBA(cert) competence framework, within a year in post		
Work under the supervision of a UKBA (cert)	Y	
Work as part of a team	Y	
To provide support, training and coaching to teams supporting adults with learning disabilities and autism	Y	
Able to interpret and complete data sheets, programme guidance and stimuli	Y	
Excellent listening, verbal & written communication skills	Y	
Ability to follow written instructions & adhere to company policy	Y	
Excellent organisational & problem solving skills	Y	
<u>Personal qualities</u> To recognise & respect the importance of equity, diversity and inclusion in the workplace and to promote this in practice	Y	
Ability to think analytically and apply problem-solving techniques	Y	
Able to work as an effective member of the PBS team & wider organisation and communicate with all relevant parties in the required time frames	Y	
Discreet, diplomatic & able to treat information confidentially	Y	
Tenacious and confident in delivering improvement with others	Y	
Able to act on one's own initiative and be decisive in decision making when appropriate	Y	
High levels of personal motivation with the ability to motivate others	Y	
Committed to safeguarding and the provision of providing first class care	Y	
Attention to detail, with the ability to follow up and see actions through to completion, translating policies into practice to effect change	Y	
<u>Other</u> Good health & work attendance records*	Y	
Good stress tolerance levels	Y	

Valid driving licence & use of car	Y	
Good physical fitness in order to move & implement physical interventions for individuals to minimise risks to self and others	Y	

Key

A Application form

I Interview