

Job Description: 1.0 FTE Behavioural Consultant Position

Position Title: Behavioural Consultant/Behavioural Analyst

Reports To: Executive Director, BC Family Hearing Resource Society (BCFHRS).

Job Summary:

The Behavioural Consultant will assess behavioral, social, and developmental needs of Deaf and Hard of Hearing (DHH) clients and will develop evidence-based intervention plans to support positive outcomes. The Behavioral Consultant will collaborate with families of DHH children, caregivers, educators, and work with a multidisciplinary team to implement strategies that improve behavior, communication, independence, and overall quality of life. The Behavioural Consultant will report to the Executive Director and will work closely with the Program Coordinators and will be responsible to supervise Behavioural Interventionists at the BC Family Hearing Resource Society.

Key Responsibilities:

- Conduct behavioral assessments and Functional Behavior Assessments (FBAs).
- Develop individualized behavior support plans and intervention strategies.
- Analyze behavioral data and monitor DHH clients' progress.
- Provide coaching, training, and support to families of DHH children, caregivers, and professionals.
- Collaborate with team members (speech language pathologists, teachers of the Deaf and Hard of Hearing, American Sign Language specialist sign language consultants, and family support parents), community service providers and community agencies.
- Recommend evidence-based interventions and environmental modifications.
- Prepare reports, documentation, and progress summaries.
- Ensures services comply with professional, ethical, and regulatory standards.
- Participate in case conferences and multidisciplinary meetings.
- Stay current with research and best practices in behavioral science.

Education

- Master's Degree in Psychology, Education, Behaviour Analysis, Social Work, or a related field from a recognised post-secondary institution.

Experience

- Must have a minimum of two (2) years of recent, relevant experience delivering behavioural services for DHH children with support needs/developmental disabilities and have completed training related to early childhood development and/or intervention.
- Working with DHH children with developmental disabilities, autism spectrum disorder, mental health challenges, or behavioral support needs will be an asset.
- Must have experience conducting assessments and developing intervention plans.

Certifications

- Certified as a Board-Certified Behavioural Analyst (BCBA) in good standing.

- Must be registered and in good standing with any applicable provincial registry or oversight body for early intervention therapy (EIT) providers in the Province of British Columbia.

Required Skills

- Strong assessment and analytical skills.
- Excellent written and verbal or ASL communication skills.
- Ability to build positive relationships with DHH clients, caregivers and colleagues.
- Data collection and analysis skills.
- Problem-solving and critical-thinking abilities.
- Knowledge of behavior intervention and positive behavior support practices.
- Ability to work independently and as part of a multidisciplinary team.

Other requirements

- Behavioural Consultant is also required to hold a valid Standard First Aid Certificate with CPR-C and AED.
- A valid Class 5 British Columbia Driver's License or equivalent, and access to reliable transportation are required to fulfill service delivery obligations.

Working Conditions

- Work may occur at BCFHRS offices, in homes, or community settings,
- Travel between client locations may be required.
- Flexible scheduling, including occasional evenings or weekends, may be necessary.

Salary Range: \$81,062 - \$87,669

This position also includes:

- Comprehensive Group Benefit Package
- Employee and Family Assistance Program
- Group RRSP/MPP Program Contributions
- Health Spending Account
- Mileage allowance for rural travel
- Access to Professional Development
- Mentorship with senior early interventionists (if applicable)

(Please note: The BC Family Hearing Resource Society is a publicly funded position working with the pediatric population and qualifies for participation in the B.C. Loan Forgiveness Program).

Please forward resumes to:

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