

Job Description: 1.0 FTE Behavioural Consultant Position

Position Title: Behavioural Consultant/Behavioural Analyst

Reports To: Program Coordinator, Surrey Early Speech and Language Program (SESLP).

Job Summary:

The Behavioural Consultant will assess behavioral, social, and developmental needs of clients and develops evidence-based intervention plans to support positive outcomes. The Behavioral Consultant will collaborate with families, caregivers, educators, and multidisciplinary teams to implement strategies that improve behavior, communication, independence, and overall quality of life. The Behavioural Consultant will report to and work closely with the Program Coordinator and supervise Behavioural Interventionists at the Surrey Early Speech and Language Program.

Key Responsibilities:

- Conduct behavioral assessments and Functional Behavior Assessments (FBAs).
- Develop individualized behavior support plans and intervention strategies.
- Analyze behavioral data and monitor client progress.
- Provide coaching, training, and support to families, caregivers, and professionals.
- Collaborates with team members (speech language pathologists), community service providers and community agencies.
- Recommend evidence-based interventions and environmental modifications.
- Prepare reports, documentation, and progress summaries.
- Ensure 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 children with support needs/developmental disabilities and have completed training related to early childhood development and/or intervention.
- Works with 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 communication.
- Ability to build positive relationships with 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 SESLP office, 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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