



**Ambitious  
about Autism**

# Positive Behavior Support (PBS) Specialist

Job description, 2024

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# Job description

<b>Job title</b>	PBS Specialist	<b>Team</b>	Integrated Services
<b>Job band</b>	Band 6 - £41,672 - £49,792 (Depending on skills, qualifications and experience)	<b>Reporting to</b>	Senior PBS Specialist
<b>Hours</b>	37.5 Hours per week (Flexible working is considered)	<b>Line manages</b>	N/A

**Approved by:** Jude Mortell

**Updated:** June 2024

## About the service

Integrated Services comprises of dynamic teams of occupational therapists, speech and language therapists and PBS Specialists, working in our education settings. Enhancing quality of life of children and young people with autism and learning disabilities is central to all we do. Part of this commitment involves improving provision for supporting and promoting emotional wellbeing and mental health.

## About the role

As a PBS Specialist you will be passionate about improving the quality of life of children and young people with autism and learning disabilities. You will provide specialist behavioural assessments and interventions to the children and/or young people (CYP) in the setting in which you are primarily based. This will involve undertaking direct assessment and intervention, and indirect assessment and monitoring with class teams with a fluid caseload determined and prioritised by the needs of the cohort. You will also work alongside colleagues and parents and carers to enable them to better understand behaviours that challenge and teach functional replacements in order to reduce risk and increase access to education and future opportunities. All of your work will be in line with PBS principles and components and will be person centred.

## Key accountabilities and dimensions

### Practitioner duties and responsibilities:

- Undertake functional assessments and develop and deliver, or oversee the delivery, of impactful programmes to meet identified needs
- Work with class teams to support the effective implementation of the PBS model, including individualised, multi-component PBS Plans.
- Train, motivate and practically support staff teams, parents and other professionals to be confident and skilled in meeting the needs of children and young people with complex behavioural needs
- Work with class teams to review the behavioural needs and progress of children and young people
- Undertake and review risk assessments of behaviours that challenge and produce

and review corresponding PBS plans that promote proactive and early intervention and skill development that reduce the need for physical intervention

- Deliver whole setting training as required.
- Contribute to efficient, integrated support, working closely with other professionals to pool knowledge, skills and resources across disciplines
- Employ a critical appreciation of recent developments in PBS.
- Organise own workload, balancing case management and team responsibilities
- Contribute to effective team development and evaluating and improving service delivery
- Maintain high quality records, according to professional standards, of work undertaken in all aspects of the job.
- Liaise with parents/carers to establish an holistic view of individuals, and provide support and guidance to support generalisation to other settings based on evidenced successes in college.
- Participate in supervision and continuing professional development in line with AaA policy and professional guidelines and recommendations
- Maintain up-to-date knowledge about developments within the profession and adhere to professional standards and guidelines.
- Ensure consistency in approach of implementing the [Ambitious Approach](#) across the education setting
- Produce high quality reports that provide the information requested, using clear and accessible language
- Contribute to the admissions process by conducting referral assessments and attending Admissions Panel meetings when PBS specialist input is required

### **Interpersonal and Communication duties and responsibilities:**

- Communicate in a clear, concise and culturally appropriate manner to students, staff and family members
- Demonstrate integrity and sensitivity, affording everyone with dignity and respect
- Apply problem solving skills and contribute to generating solutions
- Effectively motivate students and staff to engage with programmes by utilising a range of activities, strategies and techniques
- Apply a person-centred approach
- Be open and flexible in developing methods of practice in line with best practice
- Work with others in an empathic and supportive way, affording dignity and respect at all time
- Work effectively under pressure, prioritising and meeting deadlines
- Be flexible to the demands of the environment including unpredictable events, deadlines and frequent interruptions

### **Other duties:**

- Demonstrate a continual commitment to safeguarding and promoting the welfare of children and young people
- Demonstrate a continual commitment to the promotion of diversity initiatives and the sharing of best practice in line with Ambitious about Autism's Equality, Diversity and Inclusion policy and procedures
- Ensure the highest degree of confidentiality and data protection
- Assist the charity to fulfil its statutory responsibilities
- Any other duties commensurate with the role

# Person specification

Role and band competencies	Essential
<b>Specific knowledge, experience and technical skills</b>	
1. Board certified behavioural analyst qualification; or Masters level training in Positive Behaviour Support or equivalent experience	X
2. Implements a range of impactful specialist behavioural assessment and interventions with children and young people with autism, learning disabilities and behaviours that challenge; and works effectively with those who implement them	X
3. Skillful in the use of complex methods of functional assessment and intervention	X
4. Ensures all practice is person centered	X
5. Communicates complex and sensitive information in a manner appropriate to the individual and situation	X
6. Brings profession specific expertise to multi/trans disciplinary teamwork, working collaboratively with others	X
7. Has advanced skills in building and maintaining positive relationships with children and young people, professionals and parents/carers	X
8. Works collaboratively as part of a trans disciplinary team, motivating and working positively and constructively with other team members	X
9. Competently assesses risk	X
10. Maintains professionalism in the face of emotive and distressing problems, verbal abuse and the threat of physical abuse	X
11. Plans and delivers engaging training, measuring the impact and adjusting future training accordingly	X
12. Effectively contributes service evaluation and improvement activities	X
13. Actively uses supervision and opportunities for development of skills	X
14. Applies the latest research evidence and evaluative thinking in practice	X
15. Understands and acts upon safeguarding responsibilities, policy and procedure	X
16. Manages a complex caseload and prioritises and delegates effectively	X
17. Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	X
<b>Personal attributes</b>	
18. Builds constructive relationships with warmth and empathy	X
19. Committed to safeguarding and promoting the welfare of children and young people.	X
20. Always treats service users with respect and dignity	X
21. Uses initiative and makes decisions independently, as appropriate to the band	X
22. Reflects critically, appraising own performance, accepting and	X

responding positively to feedback from supervision	
23. Good appreciation of health and safety in the workplace, data protection principles and equal opportunities.	X
24. Travel independently in accordance with Ambitious About Autism's policies and service need	X
25. Good appreciation of health and safety in the workplace, data protection principles and equal opportunities.	X

# How to apply

Stage	Timescale
Closing date for applications	<b>Sunday 30<sup>th</sup> June 2024</b>
Candidates informed of outcome of application	<b>Ongoing</b>
Interviews (these will be conducted online via Teams)	<b>Ongoing</b>

If you would like to find out more about this exciting opportunity, need any further information or wish to have an informal discussion please contact Stephen Vickers, **Recruitment Manager** – 020 8815 5349, [svickers@ambitiousaboutautism.org.uk](mailto:svickers@ambitiousaboutautism.org.uk)

## Equal opportunities monitoring

*Ambitious about Autism is fully committed to equality of opportunity and diversity and we warmly welcome applications from all suitably-qualified candidates. We welcome applications regardless of race, colour, nationality, ethnic or national origins, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability, or age. All applications will be considered solely on merit.*

*Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and successful candidates will be subject to an Enhanced DBS check.*

# We are Ambitious about Autism

Ambitious about Autism is the national charity standing with autistic children and young people.

We believe every autistic child and young person has the right to be themselves and realise their ambitions.

We started as one school and have become a movement for change. We champion rights, campaign for change and create opportunities.

## Contact us

The Pears National Centre for Autism Education  
Woodside Avenue, London N10 3JA

☎ 020 8815 5444

✉ [info@ambitiousaboutautism.org.uk](mailto:info@ambitiousaboutautism.org.uk)

🌐 [ambitiousaboutautism.org.uk](http://ambitiousaboutautism.org.uk)

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Ambitious about Autism is a registered charity in England and Wales: 1063184 and a registered company: 03375255.

Ambitious about Autism Schools Trust is an exempt charity in England and Wales and a registered company: 08335297.