

# **ABA Tutor (Applied Behaviour Analysis) Adult model and School Model Vision Beyond Autism**

**Job title:** Full Time ABA Tutor

**Reports to:** Company Directors & Supervisor

**Location:** Clients across South Manchester/ Cheshire East /Wirral.

**Purpose:** We are looking to recruit 2 ABA tutors to provide quality ABA/ PBS support and teaching as part of a team to a number of young adults with autism, supporting individuals in a variety of different settings, including schools, colleges, and work placements with some clients being supported in the home and community.

**Hours per week:** Full Time- 37.5 hours. Permanent position (including an element of outside of standard working hours- outside standard working hours are after 5pm during evening sessions and alternate weekend working)

**Basic Salary (Once Trained) -**

the basic BST salary is **£22,425** (full time for 37.5 hours).

plus, unsocial hours payment for evenings and weekend working

**Part Time** £11.50 per hour (following on from a training rate of £11.00/ hour for initial training period of 6-12 weeks)

Are you interested in supporting young people with Complex Autism and Learning Difficulties live a normal life in their local communities?

Vision Beyond Autism offer successful applicants a very varied role, supporting our clients in their Educational/ Training settings, work placements, their leisure choices and practicing their daily living skills. Our clients' interests within their community range from disco nights, weekly swimming and gym activities, bike rides, regular hikes, Trampolining and daily work placement opportunities as well as supporting our young people to enjoy their choices of holidays. This post would suit energetic candidates whose interest includes outdoor activities and pursuits.

ABA Tutors will be supported by our experienced supervisors and external consultant (BCBA). We offer our employees extensive ongoing training in behaviour support, based on Applied Behaviour Analysis. Successful candidates will have the opportunity to work with a variety of clients, whilst progressing in the role.

# Job Description

## General Description

VBA support children and young adults with autism develop life skills and independence. We are looking for an ABA tutor to join our teams throughout East Cheshire and South Manchester, the Wirral and North Manchester supporting individuals within home, School, College, work placements and in the community. Initially, you will be supporting up to 2 young people/ children as part of a team in a wide variety of settings, including an element outside of standard working hours.

A few work placements our client's access include café's, supermarkets, charity shops, Premier Inn, fruit picking and liveries. Clients you may be supporting access Educational/ Training settings during the day, and you will be responsible for supporting our adult clients access a wide range of training opportunities, supporting our young people to learn skills for life. In addition to this, clients will have a number of individualised targets that you will complete throughout the day using discrete trial methods. Our younger clients are based in schools / college and may be home settings.

Weekly community-based trips are important to many of our adult clients and would include swimming, the gym, hikes, bike rides, Zumba, Aquafit, disco nights and other activities the clients may be interested in. You will need to be able and willing to support during these activities. Self-help and cooking skills are also targeted throughout each week for our adult clients.

Knowledge and experience related to Autism and Positive Behaviour Support, based on the principles of Applied Behaviour Analysis (ABA) is preferred, however full training will be provided for the successful candidate. ABA tutors will be provided with ongoing training and be allocated time each month from the supervisor to set and review targets using our in-house competency framework. Candidates who hold a Full, clean UK Driving License and a car, with all the above attributes will be welcomed.

The Behaviour Support Tutor reports directly to the Supervisor/company directors and has support from a Board-Certified Behaviour Analyst (BCBA). The Behaviour Support Tutor is expected to make a major contribution to the development, maintenance, and success of the individual client programmes at VBA.

## Key Responsibilities, Tasks and Outcomes:

- To provide person centred support to people with a learning disability and Autism.
- To implement skills development programmes and behaviour support plans under the guidance of the Team Leader and The Lead Tutor
- Attend training in ABA techniques and specialist support relevant to supporting the individual and participate in team meetings.
- To write and follow overviews of each client's trips into the community, work placements, daily skills, and holidays.

- Ensure you follow all client Risk Assessments and inform Team Leader/Lead Tutor if amendments required.
- Collect and record data as requested by the Team Leader and in line with ABA and support plans
- To train new starters on the clients programmes you are supporting
- To Provide support using the principles of ABA/PBS within the home and local community to facilitate inclusion and to enable the people we support to develop the skills to engage with and participate in activities
- To assist in the design and implementation of person centred programs utilising ABA and PBS best practice, including updating client specific information, overseen by the Team Leader/ Lead Tutor.
- Inform the Team Leader or Senior Specialist Support Worker of any changes in the individual's behaviour presentation
- To provide support at leisure time to facilitate interaction and appropriate engagement in leisure activities
- To provide personal care where and when necessary and teach self-help skills using the principles of ABA to enable greater independence in personal care tasks
- Use the principles of ABA to enable the people we support to access ongoing learning and development opportunities to increase independence
- To communicate in a polite and professional way with the people we support and their relatives and others involved in their lives, seeking to build positive relationships and collaboration
- To be responsible for safeguarding the health and safety of people we support, colleagues and all others you may come into contact with, including maintaining a physically safe environment and following risk assessments and ABA plans as appropriate.
- Responsibility for following the organisations Policies and Procedures and be available to access all Mandatory training, as detailed on the staff rota.

### **We offer**

- Ongoing support and supervision from experienced ABA supervisors, BCBA consultant and professionals
- Opportunities for career development in ABA

### **Person Specification**

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<b>Qualifications</b>		
Educated to at least GCSE Grade C standard or equivalent in English and Mathematics	Essential	Shortlisting
Level 3 qualification in Health and Social Care	Desirable	Shortlisting
Undergraduate degree in relevant subject such as Psychology; Sociology; Education	Desirable	Shortlisting
Full Driving Licence and car	Essential	Shortlisting

<b>Experience</b>		
Experience of working with people with autism and/or complex needs Experience of working with challenging behaviour	Desirable	Shortlisting
Experience to be across a variety of age ranges, and settings (e.g. home, school, community and client holidays)	Desirable	Shortlisting/ Interview
Experience of working in the Health or Social Care	Desirable	Shortlisting/ Interview
Experience of delivering support using the principles of Applied Behaviour Analysis (ABA)	Desirable	Shortlisting/ Interview
Experience of positive handling techniques	Desirable	Shortlisting/ Interview

<b>Skills</b>		
Good clear communication both verbal and written	Essential	Shortlisting/ Interview
Good data collection and analysis skills	Essential	Shortlisting/ Interview
Good IT skills	Essential	Shortlisting

<b>Knowledge and Understanding</b>		
Understanding of the basic principles of ABA	Desirable	Shortlisting/ Interview

<b>Attributes</b>		
Commitment to following evidenced based practice	Essential	Interview
Ability to work using own initiative	Essential	Shortlisting/ Interview
Ability to solve problems quickly and decisively and able to stay calm in a crisis	Essential	Shortlisting/ Interview

<b>Ambition</b>		
Commitment to VBA value base to the continuous improvement of services, particularly commitment supporting our client base into supported living and active work	Essential	Shortlisting, Interview
Motivating and enabling skills, for example, ability to assist the person we support in making informed choices.	Essential	Shortlisting, Interview
Able to listen to the people we support and demonstrate an understanding of what they are communicating	Essential	Interview

<b>Courage</b>		
Able to challenge poor practice and implement improvements	Essential	Shortlisting, Interview
Working with people who require additional support because of behaviour that is challenging	Essential	Shortlisting, Interview
Knowledge of the physical, emotional, intellectual and leisure needs and rights of people with learning disabilities	Desirable	Shortlisting, Interview

**Integrity**

Able to demonstrate a positive image of people with learning disabilities and autism	Essential	Shortlisting, Interview
Able to communicate clearly, adapting what they say and how they say it so that each person can understand	Essential	Shortlisting, Interview

**Teamwork**

Ability to develop positive working relationships with those involved with VBA – including those we support, families, carers, internal colleagues and external agencies	Essential	Shortlisting, Interview
Commit to support up to 2 client holidays of between 3 and 7 days in the UK per year ( on 2 staff to one client basis)	Essential	Short Listing Interview
Ability to work as part of a team	Essential	Shortlisting, Interview

**Respect**

Understanding of and commitment to Equal Opportunities	Essential	Shortlisting, Interview
Able to work flexibly and to respond effectively to changes in the workload and the needs of the people we support	Essential	Shortlisting, Interview
Demonstrates an understanding of VBA's core values i.e. treating all people with dignity and respect	Essential	Shortlisting, Interview
Committed to High Standards of Safeguarding Practice	Essential	Shortlisting, Interview