

MY JOB: National Positive Behaviour Support Practice Lead



WHAT I AM ACCOUNTABLE FOR:

- Work collaboratively with operational colleagues, families and external professionals to achieve the best outcomes for people we support.
- Steer thought leadership to further our PBS approach and shape PBS competency, quality, assurance and improvement including inputting into our National Strategy and future iterations.
- Direct caseload review and support for operational colleagues, as well as providing line management and practice leadership for our PBS and Autism Practitioner Team.
- Provide support, mentoring and guidance to PBS Champions and PBS Practitioners.
- Ensure current best practice is communicated effectively to colleagues and that assurance activities address new expectations.
- Liaise with external stakeholders to articulate the best interest and voices of people we support – influence and contribute to optimal support solutions.
- Proactively develop strategies and positive quality of life outcomes to reduce restrictive practices.
- Complete functional assessments and ensure case management compliance, support and review actions.
- Liaise with external subject experts and referral sources to gain insight into support requirements and individual goals.
- Lead and / or participate in Multidisciplinary Complex Support Panel sessions to assess referrals and contribute to the design of safe, effective, holistic, person-centered transition and support solutions for delivery.
- Participate in clinical and non-clinical governance discussions and reviews.
- Contribute to the setting of standards.
- Advise and support incident management, investigation and learning activities. Champion a culture of reflective practice and least-restrictive positive risk taking whilst optimising safety of all stakeholders at all times.
- Interpret data, trends and stakeholder feedback to drive continuous improvement actions. Test changes made against expectations.
- Support Business Development activities by supporting content generation for open market tenders and specific content when responding to individual referrals.
- Ownership of our associated Learning and Development modules and support Continued Professional Development pathways for colleagues.

HOW I OPERATE:

Values Led Leadership

- Work collaboratively and in partnership with operational colleagues.
- Keep the people we support at the centre of all decisions, strategies and actions.
- Champion the possibilities for people we support and help us tackle inequalities.
- Work in a way that demonstrates ownership, accountability and responsibility.
- Role model our values across internal and external activities and relationships.
- Demonstrate leadership behaviours in line with the Turning Point leadership values framework – [Values-led Leadership Framework](#).
- Be ambitious and provide inspirational leadership.
- Act as a mentor to colleagues as they develop skills and competencies.
- Act as an ambassador for the organisation in the external marketplace.
- Keep up to date with regulatory/specialist/external changes and implement industry best practice as appropriate.
- Build excellent relationships with internal & external stakeholders and other influencers.
- Be aligned to the needs and ambitions of Operations Leadership colleagues.
- Be highly communicative with visibility of actions, outcomes and priorities.
- Take an innovative approach to problem solving and solution creation.

WHAT I NEED:

Skills \ Knowledge

Essential

- Significant experience of working as a Senior or Lead Positive Behaviour Support Practitioner
- A relevant formal qualification e.g., Positive Behaviour Support i.e. BSc in Intellectual and Developmental Disabilities, MSc Applied Behaviour Analysis, MA or MSc in Autism Studies, PBS Graduate Diploma, PBS BTEC Level 5 (advanced professional Diploma) or you will be working towards a post graduate qualification in ABA or PBS.
- Qualified or able to work towards recognised Trainer competencies to deliver expert instruction to your team and a wider internal audience.
- A working understanding of legal, regulatory and best practice frameworks relevant to this role, e.g., Human Rights Act (1998), Mental Capacity Act (2005), DoLS.