



The Edmund Trust

Person Specification

Job Title: Positive Behaviour Support Manager

Date: September 2020

Qualities	Essential Those qualities which are essential to perform the job.	Desirable Those qualities which allow the job to be performed to the optimum level.
<p>Work Experience</p> <p>Previous experience required to do the job.</p>	<p>Have significant experience in directly supporting people with learning disabilities and/or autism who have complex needs.</p> <p>Confident and knowledgeable in taking a lead role in supporting people and guiding others through difficult situations.</p> <p>Experience of producing and implementing PBS plans.</p> <p>Experience of working collaboratively with external professionals with regard to best practice in PBS</p> <p>Experience of working within a PBS role.</p>	<p>Experience of supporting others to produce and implementing PBS plans.</p> <p>Significant experience of working within a PBS role.</p> <p>Experience of managing a team</p>
<p>Education/Qualifications</p> <p>e.g. academic or professional qualifications.</p>	<p>A relevant qualification in PBS eg Diploma</p> <p>Evidence of ongoing training with respect to Applied Behaviour Analysis, Positive Behaviour Support, learning disabilities, and Autism spectrum conditions.</p>	<p>Masters level qualification in Applied Behaviour Analysis or Positive Behaviour Support.</p> <p>Hold a current PROACT SCIP® UK Instructor qualification</p>
<p>Skills and Abilities</p>	<p>Be an ambassador for the people we support, teams and the organisation at professional meetings.</p> <p>Strong understanding of the values and ethos of positive behaviour support, person centred approaches and thinking, and Active Support.</p> <p>Demonstrate hands on support to a high standard when working directly with people we support.</p> <p>Demonstrate a high level of observational skills and evaluation of support outcomes and incidents.</p>	



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	<p>Highly literate and fluent, producing comprehensive documentation and records</p> <p>Strong understanding of the values and ethos of positive behaviour support, person centred approaches and thinking, and Active Support.</p> <p>Strong understanding of the needs of adults with learning disabilities, Autism and complex needs</p> <p>Significant knowledge of assessment tools and positive support processes including how to construct and implement a behaviour support plan.</p>	
Personal qualities	<p>Ability to use experience to work alongside others in modelling good practice and support.</p> <p>Ability to work in both flexible and adaptable ways</p> <p>Ability to remain calm, focused and supportive at all times but particularly during crisis.</p> <p>Demonstrate commitment to improving the lives of people we support and in achieving great outcomes.</p> <p>Ability to challenge in a constructive and professional way to improve practice and outcomes for people we support.</p>	