



YMCA of Greater Vancouver Employment Opportunity

Date Posted: March 4, 2020
Position Title: Behavioural Consultant, Children's Services
Location: #300-5055 Joyce Street, Vancouver, BC *Please note our office will be moving in 2021
Regular travel is required to program sites in the Lower Mainland, Fraser Valley & Sunshine Coast
Terms: Full-time, Permanent
Shift: 35 hours/week, may be required to work outside of normal business hours for parent meetings
Salary: Under review, includes benefits
Start Date: As soon as possible
Reports to: Vice President, Children and Youth Services

Situation:

The YMCA of Greater Vancouver is a charity dedicated to strengthening the foundations of community, by nurturing the potential of children, teens & young adults, promoting healthy lifestyles, fostering a sense of social responsibility and delivering lasting personal & social change. We are building a community in which a generation of children and families reach their full potential. Our values guide our decision-making and behavior—we do the right thing, put people first, keep our promises and lead by example.

For over 130 years, we have been part of the community, a place where people of every age and background find the support they need to grow in spirit, mind and body. One of the Lower Mainland's leading charities, the YMCA of Greater Vancouver provides services in health & fitness, child care, camping, employment & community services to over 120,000 participants annually.

As Canada's largest child care provider, we provide programs to children ages 0-12 through our licensed early learning programs and before and after school programs. Featuring our YMCA Playing to Learn and YMCA: A Place to Connect curriculums, our child care centres provide high quality care for children so they can learn, grow, and thrive.

Nature and Scope:

The Behavioural Consultant works collaboratively with YMCA child care managers and staff to design and implement care plans to provide behavioural strategies and tactics to support safe and supported program participation for children in YMCA programs. The Behavioural Consultant will educate YMCA staff on current best practices for positive behaviour in children ages 0-12. The Behavioural Consultant will work closely with YMCA childcare managers and staff to determine if YMCA programs are able to support individual children's needs and will contribute to decisions pertaining to withdrawal of care.

Responsibilities:

- Coach and support YMCA staff to develop, understand, and implement care plans for children with additional support needs
- Create and deliver training for YMCA staff on positive behaviour support techniques
- Develop behavioural care plans for children ages 0-12 with additional support needs
- Consult on whether or not YMCA programs are suitable and able to support a child's needs and advise if/when we should withdraw care
- Ensure care plans consider the child's and family's needs
- Advise on positive behaviour best practices, in conjunction with YMCA policy, procedures, and service standards
- Communicate with families and other stakeholders/community partners
- Support YMCA staff to monitor and evaluate behavioural care plans on an ongoing basis

- Provide consultation to families and YMCA staff and/or other related parties for on-going ABA based interventions
- Ensure all children’s care plans are reviewed and or revised on an annual basis
- Stay up to date with current best practices and methodologies
- Participating in the hiring and selection process for additional support staff

Qualifications/Experience:

- Post-secondary education in a related field of study such as Applied Behaviour Analysis, Child & Youth Care, Special Education, Early Childhood Education, Educational Psychology, Social Work, Speech Language Pathology
- Board Certified Behaviour Analyst designation preferred
- Minimum 5 years experience working with children ages 0-12 with additional behavioural support needs
- Commitment to working in a socially inclusive environment responding with sensitivity and personal awareness to the diverse needs of children and families, including visible and non-visible dimensions of diversity
- Experience and understanding of the functions of behavior, trauma-informed practice, and a strengths-based approach
- Exceptional interpersonal and communication skills, both written and verbal, with the ability to communicate effectively with a broad range of staff and stakeholders
- Competencies in other languages, an asset
- Valid drivers licence and access to a vehicle is required
- Strong Microsoft Office skills including PowerPoint, Excel, Word, Outlook
- Successful candidates will be required to provide a current and satisfactory Criminal Reference Check/Vulnerable Sector Search issued no later than six (6) months preceding your start date

Competencies:

In addition to bringing a commitment to YMCA vision and values, the candidate should possess the following competencies:

Leading Self

- Evolve in Professional Capability – Commit to being better
- Achieve Excellence and Authenticity – Show up with the best version of you

Leading Others

- Develop the Potential in Others – Help people grow and lead
- Create a Culture of Connection – Build bridges between people and partners

Leading Mission

- Think and Act Strategically – Make good decisions and act on them
- Make an Intentional Impact – Advance the strength and cause of the Y

Application Process:

Internal Applicants: Please apply online through the ADP Workforce Now Career Center.

External Applicants: Please apply using the link below:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=2b4cd153-66c2-4524-9a1c-714e9e1780df&cclid=19000101_000001&jobId=349002&source=CC3&lang=en_CA

Application Deadline: 6:00pm on March 22, 2020

Thank you for your interest and application.

Due to the high volume of applications received, only short-listed candidates will be contacted.

