



## **BOARD CERTIFIED BEHAVIOUR ANALYST (BCBA)**

OCAPDD is a learning organization and leader in the Developmental Services sector in Ontario, supporting over 900 people with developmental disabilities to successfully live in the communities of Ottawa & Cornwall. This support is provided by a dedicated team of over 650 employees.

The Ottawa-Carleton Association for Persons with Developmental Disabilities (OCAPDD) has an exciting opportunity for the position of **Board Certified Behaviour Analyst (BCBA)**.

### **SUMMARY:**

Reporting to the Director of Supports and Services in collaboration with Program Directors, Supervisors/Managers and direct support employees, the BCBA oversees the delivery of services to individuals presenting challenging and risk behaviour.

### **KEY RESPONSIBILITIES:**

As a member of the management team, the BCBA:

- Assumes responsibility for the ongoing development and implementation of Behaviour Support Plans (BSP's) in keeping with OCAPDD/Open Hands Policies and Procedures and MCCSS Compliance Regulations, and with an emphasis on proactive prevention strategies.
- Monitors the adherence of BSP's through direct observations, providing ongoing feedback to staff teams and directs the implementation of teaching strategies as outlined in the plan.
- Monitors behavioural incidents and Serious Occurrences, analyzes data and reports on key performance indicators.
- Maintains professional communications, contacts and relationships with individuals supported, employees, families, health care providers and other community professionals.
- Leads and supports the CPI Instructor team and participates in the on-call support to programs on a rotational basis.
- Performs other related duties, as required.

### **QUALIFICATIONS:**

- Master's or higher degree in behavior analysis with certification (BCBA®).
- A minimum of 5 years of experience in human services directly supporting individuals with challenging and risk behaviour, including clinical experience and knowledge of behaviour therapy as it applies to the areas of developmental disabilities, aging, Autism and dual diagnosis.
- A minimum of 5 years of supervisory or teaching experience.
- Valid CPI Instructor's certificate with advanced training and/or ability to obtain.
- Effective interpersonal and organizational skills.
- Effective oral, written and presentation skills.
- Ability to work independently and in collaboration with others.
- Effective judgment and independent decision-making capabilities.
- Must have a valid Class G driver's license, have access to a vehicle and be able to travel within Ottawa and to Cornwall.

## LINGUISTIC DESIGNATION:

- Bilingual Preferred

## EMPLOYMENT TYPE:

- Permanent full-time
- Management Position

## HOURS OF WORK:

- 70 hours per pay period

## BENEFITS

- Competitive Pay – *Pay will be commensurate with qualifications and experience*
- Comprehensive Medical and Dental benefits – employee and dependent
- Life Insurance and LTD
- Pension plan
- Continuing education and professional development
- KM reimbursement when personal vehicle used
- Paid vacation and sick leave entitlements

## AVAILABLE:

Immediately

## LOCATION:

OCAPDD and Open Hands

To apply for this position, please forward a detailed resume in confidence, by **August 12, 2022** to:

**Human Resources Department  
OCAPDD  
229 Colonnade Road  
Ottawa, ON K2E 7K3  
Email: [CLapointe@ocapdd.on.ca](mailto:CLapointe@ocapdd.on.ca)**

**Please include “Board Certified Behaviour Analyst (BCBA)” in the subject line**

OCAPDD would like to thank everyone submitting an application for the position, however will only be contacting those individuals selected for an interview.

**OCAPDD is an equal opportunity employer and we value the importance of diversity, dignity and worth of every individual in the workplace. OCAPDD offers accommodation for applicants with disabilities in its recruitment processes. If you are contacted by OCAPDD regarding a job opportunity, please advise prior to the interview if you require any accommodation.**