



Lynwood Charlton Centre (LCC) is a publicly funded charitable organization in the City of Hamilton which provides a spectrum of innovative and evidence-based, mental health services. We provide residential, day treatment, and community-based services including in-home and school-based programs to children, youth, and families within the community.

Lynwood Charlton Centre is the Lead Agency for the Hamilton service area for Moving on Mental Health. This is a Ministry initiated plan to transform the experiences of children, youth and families dealing with mental health issues, and strengthen the community-based system for delivering mental health services to them. Through our Lead Agency role, we are responsible for leading and facilitating system reform in Hamilton. To do this, we work collaboratively with other child and youth mental health service providers, other affiliated community partners including our child welfare, health, and school board partners, and parents and youth engaged in our services.

We are currently looking for a **Board Certified Behaviour Analyst (BCBA)** to work from our Head Office in Hamilton. Though our preferred candidate is fluent in English and French, mastery of the French language is not required.

Role Overview

Directly reporting to the Clinical Director, the BCBA is responsible for providing functional assessment and behaviour support plans in clinical services for clients by supporting and providing leadership to the multidisciplinary team in the development of Applied Behavioural Analysis (ABA) based strategies throughout the agency.

What we Offer

- Competitive salary, inclusive of a pension plan
- Comprehensive group benefits plan inclusive of vision, dental and disability coverage
- Generous paid time off policies
- Onsite parking, casual dress and a fantastic team of co-workers

Main Duties and Responsibilities

As a Staff Person Providing Direct Service, Responsibilities Include:

- Client assessments: collect, analyze and interpret baseline and intervention data.
- Develop and support the implementation of ABA strategies to address clients' behavioural needs.
- Providing recommendations for intervention strategies, treatment and discharge planning.
- Developing specific and evidence-based treatment programs for individual clients based on analysis of data, environmental and clinical factors including a functional assessment to develop a behaviour support plan based on Applied Behavioural Analysis (ABA) principles.
- Case management.
- Preparing appropriate reports and behavioural plans for the treatment of clients.
- Assessing and developing plans independently without supervision.
- Supporting development of service plans and developing specific behavioural intervention programs.

- Coordinating the interpretation of client functional behaviour and making intervention recommendations.
- Evaluating program initiatives and quality improvement.
- Assisting in establishing and evaluating treatment programs at LCC.

As Member of the Interdisciplinary Team, Responsibilities Include:

- Providing specialized behavioural lens to the clinical team including Social Workers, Occupational Therapists, Child Youth Workers, and Psychologists.
- Providing information and training regarding functional assessments, ABA interventions and strategies to interdisciplinary team members and families.
- Organizing and coordinating supervised behaviour support services in designated program area.
- Facilitate training sessions to staff in collaboration with the leadership team.

Other related duties as assigned.

Experience/Skills and other Requirements

- Post-graduate degree in Applied Behaviour Analysis, Psychology, Education, or a related field required.
- Post-graduate level coursework in Applied Behaviour Analysis and/or a completed Verified Course Sequence (VCS) in Applied Behaviour Analysis required.
- At minimum, must qualify for pre-registration for membership to the College of Psychologists and Behaviour Analysts of Ontario with a Certificate of Registration for a Behaviour Analyst Authorizing Autonomous Practice.
- Minimum 1 year of experience of autonomous practice as a behaviour analyst in an educational and/or clinical setting required.
- Several years of progressive experience working with families and children and/or youth in a treatment/counselling setting.
- Experience collaborating with an interdisciplinary team to set and achieve common goals.
- Working knowledge and experience as a BCBA to practice, perform and be responsible for behaviour programming of complex clients by administering, interpreting and evaluating functional assessments in a range of behaviour programs.
- Working knowledge of relevant Ministry/facility policies and procedures, programs, pertinent sections of legislation e.g. Mental Health Act and community resources and agencies to assess and implement treatment programs.
- Knowledge of computers and word processing and specialized software to input/retrieve client data, prepare reports, evaluate testing and maintain case documentation and statistics.
- A valid G class drivers license, and reliable vehicle is required, as this role requires local work-related travel within Hamilton. Minimum 1 million dollar liability insurance coverage is required.

Please send your application to hrdept@lynwoodcharlton.ca, with the role title in the subject line.

We appreciate all interest; however, only those applicants selected for an interview will be contacted.

We are committed to all forms of diversity and welcome all qualified applicants to apply. Selected candidates with disabilities who require special needs in the selection process will be accommodated to the best of our ability.