



Posting Date: April 16, 2024

Closing Date: April 24, 2024

Clinical Support Instructor Therapist (CSIT)

Up to 3.0 FTE, Contract | May 13, 2024 – September 27, 2024
OPSEU 258 salary range for Instructor Therapist is \$28.70-\$31.83 per hour,
CSIT will receive an additional annual stipend.

About KidsAbility:

Our mission at KidsAbility is to empower children and youth to realize their full potential. We are a not-for-profit, equal opportunity employer supporting over 17,000 children and youth to reach their communication, social, physical, and behavioural goals each year. Providing early and exceptional family-centred services in the Waterloo and Guelph-Wellington regions. We believe that by living our values, our impact can be profound, and together, we can build brighter futures.

We're looking for the right people to join our team; supporting children, youth, and families to realize their potential, while realizing your own. At KidsAbility, we offer:

- Mentorship, continued learning, skills development, and inter-professional collaboration
- A supportive, collaborative, and inclusive work environment dedicated to family-centred care
- Mileage reimbursement for client visits greater than primary site or between schools
- Wellness initiatives, social events, and opportunities to give back to your community
- Access to Employee and Family Assistance Program
- Comprehensive benefits and optional group RRSP program, if eligible
- Short- and long-term disability income protection benefits, if eligible
- Generous vacation package and paid personal leave days, if eligible

About the Opportunity:

The Clinical Support Instructor Therapist (CSIT) will provide day to day support to the Clinical Supervisor within the Entry to School (ETS) program. They will collaborate with the Clinical Supervisor to design, plan, implement and monitor/assess the clinical services of ETS. The CSIT will:

- Provide Applied Behaviour Analysis (ABA) programs to children with autism or other challenges in accordance with the "Evaluation Guidelines for Instructor Therapists", and to implement, record, and monitor all aspects of these services in an efficient and effective manner
- Deliver direct service to clients in home, community, preschool, and school settings, as well as in centre as needed
- Provide support to Clinical Supervisor related to the development of clinical targets/programs. This may include writing program drafts, summarizing data, conducting research on a specific programming area
- Support the Clinical Supervisor in the writing, development and revision of the Treatment Plan, Behaviour Support Plans, Discharge Reports, Final Summaries, and other documentation as needed within the ETS program
- Consult with parents in the development and revision of Behaviour Plans and programs with supervision from a Clinical Supervisor
- Monitor functional behaviour assessments in homes, daycare settings and school with regards to specific behavioural issues, developing and implementing behavioural programming as necessary
- Collect and analyzes client statistics to monitor achievement of targets and to identify trends and consults with the Clinical Supervisor regarding observations
- Share information related to client updates and programming at case share meetings

More About You:

To qualify, applicants must have a B.A. in Psychology or Social Sciences and a BCaBA designation, or be currently pursuing BCBA supervision hours, or BCBA designation, in addition to:

- Minimum 1 year of experience implementing ABA programs with children with autism or other skill deficits
- In depth knowledge of autism, ABA and service standards related to BSS
- Effective oral and written communication skills with high level of attention to detail and adherence to confidentiality standards
- Proven ability and willingness to take direction and work as an integral member of a team, with a strong skillset in problem-solving and collaboration
- Strong ability to work independently demonstrating sound judgement, self-motivation, and initiative
- Adept organizational skills with the ability to prioritize tasks to meet strict deadlines and have excellent follow-up
- Proficiency in MS Office applications including SharePoint and Teams
- Travel is required; you must have a valid driver's license and access to a reliable vehicle with public liability/property damage coverage

In addition to the above qualifications, the following skills and experience will be strong assets:

- Comfortable with electronic health records and methods and processes of quality monitoring (i.e., caseload information, waitlists, goal attainment data)
- Demonstrated collaboration skills working with diverse groups
- Standard First Aid and CPR is an asset
- Knowledge of AlayaCare is an asset

We invite applications from those interested in this position to submit a letter of interest and resume to Human Resource's [Recruitment](#) by end of day **April 24, 2024**.

KidsAbility strives to create an accessible and inclusive application and selection process and is committed to working with and providing reasonable accommodations to job applicants who may require provisions to participate in the selection process. Should any applicant require accommodation please contact Human Resources in advance for assistance.

Equity, Diversity, and Inclusion are the core values of KidsAbility. We are a diverse workforce with wide perspectives and creative ideas that benefit our clients and the community. It is the policy of KidsAbility to ensure equal employment opportunity without discrimination or harassment. We welcome applications from visible minority groups, women, Aboriginal people, persons with disabilities, religion, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, genetic information or any other ground protected by applicable law.

Please note that all prospective KidsAbility employees are subject to mandatory immunization requirements, including the full and ongoing COVID-19 vaccination, as a condition of obtaining and maintaining employment. We will make accommodations as directed by the Ministry of Children, Community and Social Services and the Chief Medical Officer of Health.