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| **SENIOR BEHAVIOUR ANALYST****SALARY GRADE: HBC9 £40,221- £43, 421**  | Halton Borough Council resourcing@halton.gov.uk |
| Working at Halton |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture: * Working Together – building fantastic relationships with colleagues and customers
* Continuous Improvement – Keeping great service delivery at the heart of everything we do
* Personal Growth – Learning, growing and developing ourselves
* Accountability – doing what we say we are going to do
* Inspiring Leadership – positive roles models and leading by example

*To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)**We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**Aside from working with a great team, our employees have access to a fantastic range of benefits, including:* A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service
* Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
* 3 x Salary Life Cover via Local Government Pension Scheme
* Investment in your personal development
* Free Car Parking at HBC sites
* Flexible / hybrid working arrangements available
* Car leasing schemes
* Essential Monthly Car User Allowance\*

*For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* |
| About the Job  |
| As a Senior Behaviour Analyst, you will be assisting in the organisation and development of the delivery of the Positive Behaviour Service, so that children and adults who display challenging behaviour enjoy the best quality of life possible and maintain their place in the community. You will also contribute to delivery and operation of a range of high quality, cost effective services to meet individual need by supervising, supporting and advising service staff; and managing an agreed caseload of complex cases More specific responsibilities include:* Identifying appropriate referrals and prioritising and allocating workload to ensure high-quality service
* Working with other professionals to identify vulnerable placements and respond to crises caused by challenging behaviour
* Taking responsibility for a complex caseload, maintaining your efficiency and professional development
* Working with carers and other professionals to enrich environments, improve quality of life, reduce challenging behaviour, and strengthen placement stability
* Complete a range of clinical tasks and supervise junior staff as appropriate, in line with BACB standards
* Identifying and managing risk linked with challenging behaviour and developing Behavioural Support Plans
* Supporting with the implementation of Behavioural Support Plans and providing advice, guidance and support associated with challenging behaviour
* Taking responsibility for the formulation, implementation and evaluation of special projects
* Facilitating and running training sessions and post-qualifying courses related to challenging behaviour
* Promoting safe risk management practices in line with relevant policies and procedures
* Participating in research, audit and evaluation as well as ensuring the effective analysis, monitoring, measurement and maintaining of service performance against agreed targets and performance indicators
* Working outside of normal working hours as required and completing any other duties as may be delegated by the Principal Manager
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| About You |
| You will be a Board Certified Behaviour Analyst (BCBA) or an MSc graduate in Applied Behaviour Analysis or Positive Behaviour Support with evidence of commitment to achieve BCBA status **NB: you must be able to evidence you will be eligible under current standards, to apply for BCBA certification, prior to the Behaviour Analyst Certification Board (BACB) changes happening in the UK in 2025**. In addition you will have:* Demonstratable experience of working in a Behaviour Analytic setting with people who display challenging behaviour
* Experience of arranging and preparing multi agency meetings and supervising staff completing clinical tasks
* An understanding of the principles of Behaviour Analysis and Active Support as well as the issues relating to people with Learning disabilities and challenging behaviour
* Good organisation and time management skills and a systematic approach to problem solving
* An encouraging and supportive nature with the skills and knowledge of effective multi-agency working
* Good presentation and communication skills, both orally, in writing, and using IT
* The ability to work methodically to collect, analyse and interpret information and implement creative intervention plans.
* A Flexible, adaptable approach and the ability to work effectively under pressure

As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. |
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