Job Title	**PBS Specialist**
Purpose	**To develop and lead on long term specialist PBS frameworks of support, for people who draw on support and teams who experience behaviour of concern. Supporting people and their teams to be safe and to develop sustainable proactive ways of overcoming barriers to learning and engagement.**

What the job involves

People

- Working in alignment and role modelling our DNA across all that you do
- Involving people who draw on support in developing their own PBS plan and making sure their voice is heard
- Developing plans and approaches that are evidence based and data driven, ensuring they address the reason behaviour of concern happens. In addition to being trauma informed and non-aversive
- Being ambitious for people who draw on support, seeking approaches that support them to develop and learn behaviours and skills to overcome barriers to learning and engagement
- Being confident and experienced in providing support directly to people whose behaviour may cause significant harm to themselves or others
- Being confident to support people who may have a range of additional support needs
- Be responsive and flexible to the changing needs of people who draw on our support and their teams

Workforce

- Working in alignment with our leadership DNA
- Leading, coaching and mentoring managers and other leaders to understand the PBS framework and implement system-wide PBS in line with Macintyre's organisational strategic objectives
- Leading, coaching and mentoring managers in relation to risk management, compliance, safeguarding and mental capacity in relation to behaviour that causes people concern,
- Providing direct observation, feedback and coaching for managers and teams
- Supporting the development and lead implementation in your area of MacIntyre's practice leadership – PBS pathway
- Setting actionable targets for Managers and leaders in partnership with their line managers
- Providing opportunities for learning and skill development to support intervention implementation using a behavioural skills training approach
- Supporting Managers to identify training needs related to an individual's needs and the needs of the team

Compliance

- Overseeing, and leading flexibly on our multi – component behavioural support approach following a robust referral and triage systems and signposting when required
- Being visible and present, alongside delivering high quality written supports.
- Undertaking incident analysis and use analysis to lead practice reflections and specific incident debrief sessions for teams
- Producing regular data analysis and monitoring reports
- Working collaboratively with managers to ensure targets and plans are met
- Delivering MacIntyre's RRN certified PBS and RPI training
- Supporting teams to develop and review least-restrictive Training Needs Analyses and authorise restrictions in line with policy
- Reviewing whole area incident data regularly
- Being responsible for prioritising and organising your own time to meet the needs of people and places from across MacIntyre

Sustainability

- Contributing to and delivering of actions in line with MacIntyre's Compassion First PBS Strategy
- Contributing to the delivery of MacIntyre's PBS Homes not Hospitals and growth strategy
- Other duties as requested.

Best Practice

- Undertaking comprehensive multi-element functional assessments and provide ongoing data analysis, intervention monitoring and review
- Developing functionally based PBS plans and interventions that include systems of reviewing and monitoring impact
- Demonstrating clear and data driven clinical decision making supporting the best interests of all parties
- Undertaking assessment at point of referral or request for support and use evidence based decision making to ensure the right level of specialist support is agreed
- Leading on establishing the PBS requirements within a person's transition plan and undertaking transition work and assessments leading to a functionally based interim PBS plan on move
- Working alongside other professionals and specialists to ensure a joined up and consistent approach to supporting teams and their leaders.
- Supporting people to share their stories and successes and to contribute to an understanding of what great PBS looks like in practice.

Skills, Qualifications, Experience

- Be a confident and experienced PBS Specialist in adult social care (minimum 2 years)
- Additional experience in a PBS Specialist role related to supporting people to move into a new home from a variety of previous settings
- Hold a qualification in Positive Behaviour Support or Behaviour Analysis level 5 and above
- Be experienced in operationally focussed work at a management level is desirable
- Significant experience of undertaking functional assessment, and the subsequent development of multicomponent PBS plans, data collation and review
- Knowledge and experience of key factors relating to health, learning disability, autism, mental health and offending behaviour approaches in best practice and how this is relevant in PBS
- Demonstrate an ethical neuro-affirming and trauma informed approach and mindset
- Experience of assessing in relation to referrals and new work
- Able to demonstrate excellent understanding of the field of Social Care, Health and Education including safeguarding, compliance, MCA, CQC, all relevant legislative and regulatory requirements within adult social care.
- Experience of working directly with people whose behaviour causes concern and poses significant risk of harm
- Wider understanding and experience of how understanding behaviour change can be used to develop staff team approaches and leadership approaches to effective implementation of plans and processes
- The ability and experience in to write and collate clear reports or plans for a range of people including court of protection
- Experience of leading and coaching teams to implement high quality PBS focused supports
- Understanding and ability to directly respond to crisis or emergency situations Including risk management and establishing ethical reactive interventions to manage risk.
- Experience and confident in the delivery of face-to-face and on line training.
- Experience of delivering RRN certified training including higher level Restrictive Physical Intervention.
- Ability to work effectively and confidently across all levels of MacIntyre, from senior manager to frontline staff.
- Skilled and experienced in a collaborative professional multi – disciplinary approach, that includes working alongside and supporting families.
- The ability to and maintain connections and networks across the Health and Social Care sector
- Ability to work flexibly including some evening and weekend hours to support individual locations, regular travel across the area and further afield as and when required
- The ability to be responsive and manage workloads and diaries in line with the role requirements
- Ability to remain optimistic at times of pressure
- Excellent verbal, written communication skills with the ability to self-reflect and learn from past experiences
- The ability to research and develop own CPD in relation to the field of current PBS best practice
- Confident with Information Technology e.g. Microsoft Word, Excel, Outlook

You will need to also carry out any other work that your line manager requests of you.

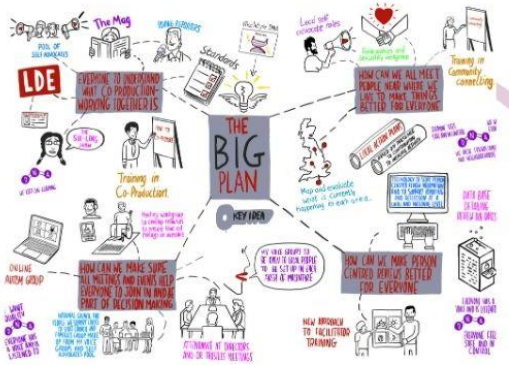
MacIntyre's Approach

1. Our Purpose

People who draw on MacIntyre's support have gloriously ordinary lives, living the life they choose, using their gifts, skills and passions to contribute and connect to the people in their local neighbourhood. MacIntyre invests in, and helps shape, neighbourhoods to be inclusive and welcoming spaces for everyone.

2. The Big Plan

These are the things people across MacIntyre said they want us to focus on



3. Everyone Everywhere

How we meet people near where we live to make things better for everyone



4. MacIntyre Quality Framework

Our DNA is our number one measure of quality. This along with 'understanding people' informs all of our quality systems

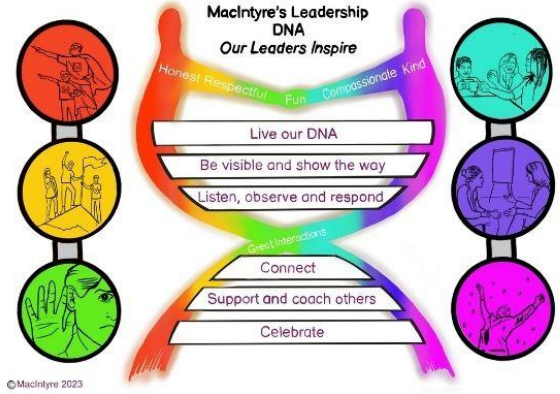
MacIntyre's DNA

Our values in action



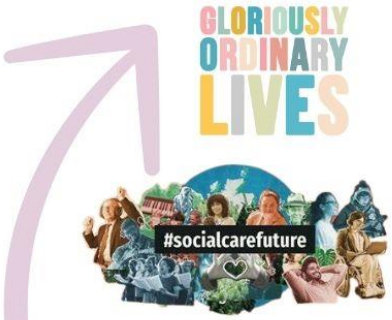
5. MacIntyre Leadership DNA

This is the way MacIntyre leaders coach and inspire their colleagues



6. Connections

We join with, support and learn from movements that want to make things better



Can you see Gloriously Ordinary Lives and #SocialCareFuture in our DNA and Purpose Statement?