

# **Independent Living Housing Society Of Greater Victoria**

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## **JOB DESCRIPTION**

### **BEHAVIOR INTERVENTION WORKER (BIW)**

#### **JOB SUMMARY**

Under the direction of the Supervisor, the Behavior Intervention Worker is responsible for providing care and support in a group home environment that includes clients with emotional and behavioral challenges in addition to physical and cognitive support needs. The Behavior Intervention Worker is responsible for providing crisis intervention, behavior management, social and life skills training and role modeling, on a one-to-one basis and in a group setting, as well as participating in meeting the physical care requirements of the clients.

#### **JOB DUTIES AND RESPONSIBILITIES**

1. Participating in the development and modification of client care plans, protocols, procedures, and other interventions by providing input to supervisors, counselors, doctors, and other professionals as needed.
2. Monitoring client progress and wellbeing, and assisting the professional support team in evaluating the effectiveness of care plans, protocols, procedures, and other interventions.
3. Assisting the professional support team in identifying potential problems relating to behavior or the established program plan.
4. Recognizing potential crisis situations, analyzing such situations accurately, developing and implementing strategies to deal with such situations, and informing the Supervisor when such incidents arise.
5. Providing emotional support and feedback to clients and other front-line workers, and to family and friends (where concerned).
6. Providing life skills and behavior management training to clients.
7. Facilitating physical, recreational, social, and educational activities.
8. Researching and accessing social, economic, recreational and educational services in the community that will assist the clients to achieve their identified development goals.
9. Assisting clients in attending appointments, and arranging transportation when necessary.
10. Providing clients with a positive role model.
11. Maintaining and submitting required client and program documentation, reports, and statistics in an accurate, timely, and thorough manner.
12. Performing all Residential Care Worker job duties and responsibilities as needed (per Job Description for Residential Care Worker), which are not included in the above.
13. Performing other related duties as required.

## **JOB QUALIFICATIONS AND EMPLOYMENT CRITERIA**

- Diploma, certificate, or degree in a human services or related field, and at least three months work experience in a related environment, or an equivalent combination of education, training and experience.
- Previous direct program delivery experience in the community social services sector, with a demonstrated working knowledge of adult residential care and associated provincial and community supports is preferred.
- Valid CPR and First Aid Certificate approved by Licensing.
- Valid Restricted Class 4 Drivers License.
- May require access to a vehicle with business level insurance during working hours.

## **PERSONAL ATTRIBUTES, SKILLS AND ABILITIES**

- Knowledge of theory, principles, and practices in adult residential care.
- Knowledge of theory, principles, and practices for implementing behavior support and crisis intervention strategies.
- Ability to communicate effectively, both verbally and in writing.
- Ability to use a computer (Windows, Word, Excel an asset).
- Professional approach when dealing with stakeholders.
- Ability to interact effectively with clients, including use of augmentative communication systems.
- Ability to teach skills and work effectively with others.
- Ability to operate related equipment including vans.
- Ability to use good judgment.
- Physical ability to carry out the duties of the position.
- Organizational and time management skills.