Person Specification: Behaviour Analyst

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| **Essential** | **Desirable** |
| Undergraduate Degree | BCBA / BCaBA qualification |
| Undertaking a current course of study leading to BCaBA / BCBA (if not already obtained) | Work experience supervised by a BCBA. |
| Four years Behaviour Analytical experience, at least one year at supervisory level | Experience in a special needs school setting |
| Formal training in Applied Behaviour Analysis | Knowledge of national curriculum, school experience |
| Experience of advanced skills; programme development, assessment, designing behavioural interventions | Familiar with frequently used assessment tools (EFL, ABLLS, VB-MAPP) |
| Experience in managing teams of staff | Experience of the annual review process |
| Experience of conducting theoretical and practical training |  |
| Ability to work closely with the School’s Senior Management and Behaviour Analyst team |  |
| Ability to work in a pressured environment |  |
| Commitment to undertaking further training and professional development |  |
| Demonstrable interest in education |  |
| Good written and verbal communication skills- ability to communicate effectively with children, parents and staff |  |
| Ability to remain calm in a crisis |  |
| Understanding of and commitment to equality of opportunity within an inner-city, special needs environment |  |
| Understanding and commitment to the school’s Safeguarding Policy |  |
| Physically and emotionally resilient in order to work with children and young adults with autism who may present with behaviours that challenge |  |