



Every child and youth living life at their full potential.

About Grandview Kids

Grandview Kids provides an array of specialized programs, rehabilitation services, and outpatient clinical treatments to children and youth with physical, communication, and developmental needs. Programs and services – which are delivered at the Centre, in the community, at schools, and in-home – include: medical consultation, assessment, and diagnosis; audiology, autism support; complex care program; occupational therapy; physiotherapy; respite services; social work; speech-language pathology; therapeutic recreation; and family engagement. Grandview Kids actively participates in research to support innovation in rehabilitation science, to advance organizational capabilities, and to better serve caregivers and the developmental needs of their children and adolescents. As an organization, we are dedicated to inspiring possibilities, fostering development, and supporting growth and personal achievement with our clients, caregivers, and team members. Through a collaborative, multi-disciplinary approach, members of Team Grandview strive to provide culturally safer, inclusive, and innovative evidence-informed care that meets the unique needs of each client.

Grandview Kids is now accepting applications for the position of:

Autism Therapy Assistant (Contract Full-Time)

- 37.5 hours per week (1FTE)
- March 2024 – June 30, 2024
- Onsite

Summary of Duties

Reporting to the Clinical Manager, and under the clinical supervision of a Board Certified Behaviour Analyst (BCBA) and Senior Autism Therapist, the Autism Therapy Assistant provides direct client care through the implementation of behaviour and service plans as well as training/education to parents/caregivers, other Grandview clinicians and community mediators. The Autism Therapy Assistant accepts assignments of clients for direct service; assists in indirect client care; assists with other delegated tasks such as completion of direct and indirect assessments as appropriate, documents their involvement in client care, ensures that the treatment environment meets the client's needs; maintains clinical competence; maintains communication with all other staff members; supports program/Centre efforts in Quality Improvement and Risk Management activities; participates in education, orientation and public relations; maintains a safe work environment and performs other related duties, as assigned.

Responsibilities

- The Autism Therapy Assistant provides direct client care through implementing service and behaviour plans in Grandview programs such as: Applied Behaviour Analysis (ABA) programs, Purchased Services/Social Enterprise and Ministry of Children, Community and Social Services- Ontario Autism Program (OAP) funded programs by:
- Conducting treatment sessions to target goals outlined in the Service/Behaviour Plan within the following domains: communication, social/interpersonal skills, play and leisure, motor skills, school readiness, personal responsibility/ adaptive skills, cognitive functioning, daily living skills, emotional and self-regulation, school readiness, learning readiness, interfering behaviours of concern, and vocational/avocational skills.
- Assisting with assessment procedures including: direct behavioural assessments (e.g. observation, Antecedent Behaviour Consequence data), indirect behavioural assessments (e.g. Questions About Behaviour Function, Functional Assessment Screening Tool), and skills assessments (e.g. Verbal Behaviour Milestones Assessment and Placement Protocol, Assessment of Basic Language and Learning Skills- Revised)
- Implementing treatment protocols with a high degree of treatment fidelity
- Receiving and applying feedback by clinical supervisory team members
- Understanding and applying foundational knowledge and skills related to motivating operations
- Delivering evidence based behavioural services and training to build the family's capacity to maintain and/or extend skills in the child/youth's natural environments
- Collecting and graphing data relating to the client's goals
- Delivering family/caregiver educational workshops and parent training to generalize and maintain the child/youth's skills, and parent/caregiver mediated intervention as appropriate.
- Provides assistance to clients with personal care needs (assisting clients with toileting, changing diapers when required, assisting clients with feeding, assisting clients with handwashing), ensuring the dignity and safety of program clients
- Providing training / education to parents, caregivers and community mediators in the implementation of treatment plans
- Discussing progress with the family, the Behaviour Consultant, and other professionals involved with the child/youth as appropriate.
- Attending meetings relevant to service planning, goal setting and skill generalization

- Assisting in activities related to the child/youth's transition planning.
- Assists in indirect client care under the clinical supervision of a Board Certified Behaviour Analyst (and as delegated to a Senior Autism Therapist)
- Behaviour and vocational assisting the Behaviour Consultant with assessment procedures
- Assisting in parent workshops/programs and planning activities in group treatment program;
- Providing mentorship to students in Behaviour Science and related college programs and participating in the training, mentorship, and onboarding of new ATAs.

Qualifications

- Undergraduate degree or diploma in a related field (e.g. Psychology, Child Studies, Behavioural Science, Communicative Disorders Assistant),
- Evidence of completion of Registered Behaviour Technician course work or equivalent
- 1-3 years' experience working with children and youth with Autism Spectrum Disorder
- 1-3 years' experience implementing behaviour analytic interventions (e.g. delivering ABA/IBI services) under the supervision of a Board Certified Behaviour Analyst
- knowledge of evidence-based behavioural interventions and application within both focused and comprehensive intervention models and a consultative coaching model
- Skills coaching others on the use of behavioural principles
- Knowledge of the characteristics of Autism Spectrum Disorders and an understanding of child development and the impact of Autism Spectrum Disorder on development
- Knowledge of other clinical conditions, especially those relevant to paediatrics
- Knowledge of relevant equipment, adaptive devices
- Exceptional listening, organizational and problem-solving skills
- Strong interpersonal skills with the ability to communicate professionally with team members, parents/guardians, school staff community partners etc.
- Well-developed verbal, non-verbal and written communication, including negotiation and presentation skills
- Ability to receive and incorporate feedback

- Commitment to ongoing training as it relates to clinical skills
- Valid Ontario driver's licence and access to a reliable vehicle or reliable transportation
- Bilingual (French) is asset

You are a superior communicator, both written and verbal with exceptional organizational and time management skills. You possess excellent interpersonal skills, and work effectively with families, all levels of staff, and related community agencies and ensure continuity of care. You have a deep commitment to family-centred care and a passion for working with others to support children to achieve their personal best.

This position is a member of the bargaining unit which is represented by the Ontario Public Service Employees Union, and as such will be bound under the terms of the collective agreement.

How to apply

Please forward a cover letter clearly stating Job 24.09 and outlining your interest and a resume or curriculum vitae to careers@grandviewkids.ca by March 20th, 2024. Please address your correspondence to:

Human Resources

Grandview Kids

600 Townline Road South

Oshawa, ON L1H 0C8

Our commitment to belonging.

Grandview Kids aims to be deliberate in our consideration of diversity, defined as differences in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression, and age. Recognizing and valuing diversity and equity must be accompanied by concerted efforts to ensure the inclusion of diverse and underrepresented populations, meaning that individuals must be and feel valued, respected, and equally supported. We invite applicants in the above defined areas to apply.

Please note that all prospective Grandview Kids employees are subject to mandatory immunization requirements, including full and ongoing COVID-19 vaccinations, as a condition of obtaining and maintaining employment. We will make accommodations based upon documented medical or creed exemption in accordance with the Ministry of Health and the Ontario Human Rights Code. Accommodations are made through consultation with Human Resources. Please contact us should you require any accommodation throughout this process.

Grandview Kids is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). If you have accessibility needs and require alternate formats or other accommodations, please let us know.

Land acknowledgement

Grandview Kids is situated on the traditional territories of the Mississaugas of Scugog Island First Nation. We acknowledge the lands, waters, and people who have come before us, including the Algonquin, Ojibway, Odawa, and Pottawatomi. This land, covered under the Williams Treaty, is home to many Anishinaabeg people. We commit to listening and learning the truth as we move together toward reconciliation.

We thank all applicants. Only those selected for an interview will be contacted.