



*Every child and youth living 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. Though 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:

### **Behaviour Analyst (Contract Full-Time)**

- Contract Full-Time (1FTE) – 37.5 hours/week
- Salary: \$37.94 - \$47.91 per hour, depending upon experience
- August 2025 – August 2026
- Onsite/In Person

Reporting to the Clinical Manager, the Behaviour Analyst (who is Registered with the College of Psychologists and Behaviour Analysts of Ontario-CPBAO and may be a Board Certified Behaviour Analyst- BCBA) provides clinical oversight, consultation and training in the use of applied behaviour analysis to clients, families, Grandview clinicians, other professionals and community mediators. The Behaviour Analyst provides clinical supervision and oversight to clients and clinicians in Social Enterprise (i.e., purchased services) and Ministry funded Behaviour Services (e.g., Extensive Needs Service) at Grandview Kids; supports in Centre program maintenance and development; ensures that the treatment environment and programming meet 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:**

- Conducting and/ or clinically overseeing direct and indirect service of clients in Behaviour Services from assessment through to discharge
- Developing, facilitating, and evaluating ABA-based curricula for clients and their families for individual and group programming
- Writing, reviewing, providing feedback and/or approving the implementation of curricula, behaviour plans, and service plans for clients
- Utilize Practical Functional Assessment (PFA) to inform the development of Skill-Based Treatment (SBT), including evaluating its effectiveness and providing clinical supervision throughout the implementation process
- Actively participating in and collaborating with members of an interdisciplinary team, where an integrated approach is used to support clients with complex needs through coordinated planning, goal setting, and service delivery across multiple disciplines
- Determining treatment strategies to facilitate goal achievement
- Evaluating the outcome of ABA-based interventions/ client progress
- Providing direct and indirect client care in accordance with the treatment plan in individual and group treatment settings
- Providing ongoing clinical supervision of client intervention by attending client sessions live or via a telehealth platform, including providing feedback on clinical implementation of interventions as it relates to client progress and ensures programming maintains a high level of treatment adherence and integrity
- Conducting and overseeing parent/caregiver training and progress review meetings
- Conducting home and community observations as required to assess, program from, and/or make recommendations about client identified goals and promote generalization of skills
- Providing clinical supervision to clinicians in ABA programs including Senior Autism Therapists and Autism Therapy Assistants and collaborating with other professionals, as required for problem solving, goal development, and skill generalization. This may include developing and providing relevant professional development to staff.

## **Qualifications**

- Master's degree in Applied Disabilities Studies, Applied Behaviour Analysis, Psychology or in a related field from a university of recognized standing. Academic curriculum should emphasize Applied Behaviour Analysis.

- Registration as a Behaviour Analyst through the College of Psychologists and Behaviour Analysts of Ontario (CPBAO) required.
- Minimum of 3 years' experience providing clinical oversight of ABA programming
- Formal training and experience in SBT-PFA is considered an asset
- Certification in crisis Management Techniques preferred or equivalent and Current First Aid and CPR Certification preferred
- Listed as a service provider on the OAP (Ontario Autism Program) provider list, preferred.
- Advanced knowledge of Applied Behaviour Analysis and its application within a variety of service models (e.g., focused and comprehensive interventions, individual/group treatment, consultation, mediator training)
- Advanced knowledge of behaviour assessment methods (e.g., curriculum/skills-based assessments, verbal behaviour assessments, functional behaviour assessment and analysis methods)
- Demonstrated skills coaching others on ABA principles.
- Knowledge of clinical conditions, especially those relevant to paediatrics.
- Applied knowledge of issues concerning cultural humility and responsiveness and trauma informed care/practice.
- Exceptional organizational, listening, problem solving and presentation skills.
- Consultation and conceptual analysis.
- Well-developed verbal, non-verbal and written communication, including negotiation and ability to receive and incorporate feedback.
- Demonstrated leadership, coaching and mentoring skills and a mature consistent approach.
- Valid Ontario driver's licence and access to a reliable vehicle
- Bilingual (French) is an asset

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 submit your cover letter and resume for Job 25.82 Behaviour Analyst by 5:00 PM on June 19<sup>th</sup>, 2025 through the following link: [Apply Here](#)**

Please address your correspondence to:

Human Resources

Grandview Kids

1461 Harwood Ave North

Ajax, Ontario L1T 4T9

## **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.

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 throughout this process, please contact Human Resources.

## **Land acknowledgement**

The lands, waters, nature and sky that Grandview Kids is privileged to exist within have long been home to the Michi Saagiig Anishinaabeg. We acknowledge the lands of the

traditional and treaty territories covered under the Williams Treaties, including the Mississaugas of Scugog Island First Nation, Alderville First Nation, Hiawatha First Nation, Curve Lake First Nation and the Chippewa Nation of Georgina Island, Beausoleil and Rama. We are responsible for building stronger relationships with clients, caregivers, partners and colleagues from First Nations, Métis and Inuit communities. Through our shared values of belonging, excellence, connection discovery and celebration, Grandview Kids commits to seeking truth and upholding reconciliation.

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