



*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. 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 (Regular Full-Time)**

- 37.5 hours per week (1FTE)
- Salary: \$28.44 - \$33.96 per hour, depending upon experience
- Commencing January 2025
- Onsite / In Person

### **Summary of Duties**

Reporting to the Clinical Manager, and under the clinical supervision of a Behaviour Analyst (BA) and Senior Autism Therapist (SAT), the Autism Therapy Assistant (ATA) 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 across the Behaviour Services at Grandview
- 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, Practical Functional Assessment), 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 (e.g. Skill-Based Treatment, Natural Environment Teaching, Discrete Trial Training) with a high degree of treatment fidelity
- Receiving and applying feedback by clinical supervisory team members
- Delivering evidence based behavioural services and training to build the family's, caregivers and community mediators capacity to maintain, implement and/or extend skills in the child/youth's natural environments as part of their treatment plan
- 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.
- Delivering workshops/programs and planning activities for group treatment
- 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
- Discussing progress with the family, the Behaviour Analyst, 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 Behaviour Analyst (and as delegated by a Senior Autism Therapist)
- 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 Behaviour Analyst
- Knowledge of evidence-based behavioural interventions and application within both focused and comprehensive intervention models and a consultative coaching model
- Experience or training in Skill-Based Treatment is an asset
- 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 and 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 an 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 25.01** and outlining your interest and a resume or curriculum vitae to [careers@grandviewkids.ca](mailto:careers@grandviewkids.ca) by **January 15<sup>th</sup>, 2025**. 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.**