



1546 Bernard Ave., Kelowna, BC V1Y 6R9 Phone: (250) 763-5100

JOB POSTING

Starbright Children's Development Centre is situated in Kelowna, British Columbia, in the heart of the beautiful Okanagan Valley. The agency's legacy was inspired by a group of parents and a local pediatrician who united to create an organization that had one goal in mind – support for the achievement of family-centred goals in a safe and inclusive environment. Services were and are not dependent on diagnosis; they are based on the needs and goals of families. Starbright's history embraces fifty-seven years of family-centred practice staying true to its roots – delivering therapies and services to children with development delays based on the support needs of families. Families are the heart of our agency.

Starbright is committed to hiring based on merit and encourages applications from all persons, congruent with the principles of the *Human Rights Code of British Columbia*. Hiring on merit ensures that we have a strong, neutral workforce that is able to provide excellent service to our clients. Our application and hiring processes are non-partisan, fair, consistent, and transparent.

We acknowledge with respect and humility the land on which we work is the unceded territory of the Syilx (Okanagan) People

Starbright Children's Development Centre has the following job opening:

Behaviour Analyst – Regular Full-time

This posting period runs from January 8, 2024 – January 21, 2024, at 4:00 p.m. The start date is negotiable. It is a union position, requiring union membership enrolment, and follows the *Community Social Services General Services Collective Agreement*.

Through a family centred, culturally safe, and trauma informed approach, the Behaviour Analyst assesses, develops, implements, monitors, and evaluates behavioural plans and strategies for clients with developmental needs involving behaviour. The Behaviour Analyst will work with multi-disciplinary teams to ensure that behavioural services promote functional skills that contribute to inclusion and engagement in ways that are purposeful to the family.

Typically, hours of work fall between 8:00 a.m. to 5:30 p.m. Monday through Friday based on client needs. Clients are assigned as determined by placement with a multi-disciplinary team and caseload. Starbright is closed on all provincial and federal statutory holidays. In addition, Starbright closes for two weeks during the holiday season so that staff may enjoy time with their families.

The Behaviour Analyst would participate in professional development dedicated to enhancing networking and collaboration, and to keeping up to date on the latest skills and abilities in service delivery and community of practice. The rate of pay for this position ranges from \$41.78 per hour up to \$51.14 per hour as determined by union classification. Orientation is provided for all new employees to ensure that all staff are inclusive and welcomed into a culturally safe environment. Upon qualification, a benefit package will be provided in accordance with the *General Services Collective Agreement*. Benefit packages currently include Extended Health, Dental, AD&D, Group Life and Long-Term Disability. The premiums are 100% paid by the Employer when the criteria have been met. Spouse and/or dependents that qualify may also be included on the benefit plan. There are twelve paid sick days a year pro-rated based on hours worked.

In addition, employees who qualify will be enrolled in the Municipal Pension Plan. This requires both an employee contribution and an employer contribution as pre-determined by the Pension Plan Board.

Here is a summary of the qualifications required for this position:

- Master's degree in psychology, special education, or other human services related field.
- Successful completion and current professional designation as a Board-Certified Behaviour Analyst.
- Experience as a BCBA for a minimum of two years unless prior permission and approval is granted by the Executive Director.
- Registered Board-Certified Behaviour Analyst in the Province of British Columbia.
- Ability to work independently with children who have a variety of behaviour needs, a variety of functionality, and/or other related concerns.
- Superior organizational skills, behaviour management skills, written and oral communication skills, mentorship, training, and collaboration skills, as well as excellent interpersonal skills.
- Superior administrative experience in data collection, graphing, documentation, and the use of Microsoft Office products.
- Current, valid BC Driver's License and access to reliable transportation, properly insured for business.
- Employment in this position is contingent upon a successful criminal record check. As per the *Criminal Records Review Act*, "Individuals working with children or vulnerable adults directly or potentially have unsupervised access to children or vulnerable adults must authorize a Criminal Record Check for their employer or authorized organization."

Please submit your letter of interest & resume to the attention of: Terri Nakayama, Human Resources Manager via email to humanresources@starbrightokanagan.ca

We appreciate and thank all applicants for their interest, however only short-listed candidates will be contacted.