

Team leader PBS/ABA specialist day service

Join the **West Sussex Autism Community Interest Company**, a brand-new, NHS-backed and approved service dedicated to transformative care. We are looking for a motivated **PBS/ABA Team Leader** to lead the development of person-centred programs for young adults with autism.

Initially, you will focus on supporting one young male in a high-end private residential setting featuring **exceptional facilities, including a swimming pool and extensive grounds** for gardening and woodland walks. As our service grows, there will be significant opportunities for you to move into senior leadership roles within the company.

The Role

This is a "hands-on" leadership position. You will work closely with an awesome, supportive support team to design and deliver development programmes in the following key areas:

- **Vocational & Independence:** Building skills for trade, craft, and independent home living.
- **Enrichment:** Encouraging positive use of time and community integration.
- **Health & Wellbeing:** Promoting physical and mental health.
- **Social Connectivity:** Helping service users build and sustain positive relationships.

Leadership and Team Management

- Provide day-to-day leadership, guidance, and support to support workers.
- Promote a positive, person-centred, and values-led culture within the service.
- Lead by example and ensure staff maintain high standards of professionalism and practice.
- Support the induction, mentoring, and ongoing development of team members.
- Contribute to staff supervision, performance management, and competency assessments.

Positive Behaviour Support and ABA Implementation

- Ensure Behaviour Support Plans (BSPs), risk assessments, and individual support plans are implemented consistently and effectively.
- Coach and support staff in the use of PBS and ABA strategies, including proactive, preventative, and reactive interventions.
- Monitor the fidelity of programme implementation and provide constructive feedback to staff.
- Promote the use of least restrictive practices and uphold the principles of Positive Behaviour Support.
- Support the collection and analysis of behavioural and programme data.
- Be committed to promoting dignity, choice, independence and quality of life.

- Remain calm and professional during incidents and crisis situations as per PBS plan.

Professional Development

We are committed to your growth. We provide the resources for you to:

- Maintain your professional certifications through funded continuing education.
- Lead staff training events to elevate the skills of the entire support team.
- Participate in high-level clinical planning for a brand-new service.

Requirements

- **Qualifications:** Must hold relevant **PBS (Positive Behaviour Support) or ABA (Applied Behaviour Analysis)** qualifications. You must have a strong understanding of PBS/ ABA principles and methodologies.
- **Training:** PROACT-SCIPr-UK® (or equivalent) certification is desired, training can be delivered onsite if required.
- **Leadership:** Strong organisational and planning skills with the ability to lead a team.
- **Experience:** Have experience supporting autistic individuals and/ or people with learning disabilities.
- **Communication:** Demonstrate excellent communication and problem - solving skills.
- **Licensing:** A **Full UK Driving Licence** is essential (use of a car provided when on duty).
- **Right to Work:** must have existing UK right to work and local UK experience. We are unable to provide any sponsorship at this time.
- **Fitness:** Candidates must be active, and ready to participate in outdoor activities and community trips.

Benefits

- **Sociable Hours:** Rare 9-to-5, Monday–Friday schedule in the care sector.
- **Unique Setting:** Work in a beautiful environment with premium facilities.
- **Company Perks:** Paid holiday, use of a vehicle on duty, and a highly supportive team culture.
- **Professional development:** We are keen to support you in further education, qualifications training courses.
- **Supervision:** Clinical/ peer supervision will be provided.
- **Progression:** As the company grows, there will be opportunities to develop into more senior roles.

Fields of study

- Mental Health Studies
- Learning Disability Support

- Adult Social Care

Education level

- Bachelor

Experience

- 2 - 3 years of experience

Salary range

- £31,000 - £35,000 per year

Required skills

- Comfortable using IT systems and Microsoft Office
- Open to structured training and accreditation
- Driving licence

Shifts

- Day shift
- No weekend

Band

- Not relevant to me