



Date: 08 January 2025

Job Description

Senior Behaviour Support Practitioner

Location:

Office: Springwood NSW. (WFH flexibility)

Servicing - Western Sydney, Blue Mountains, Lithgow, and surrounding areas.

Casual Rate

\$133.79 per hour

About Able2

At Able2, we provide neuro-affirming, person-centred support to NDIS participants, helping each person on their journey to live a fulfilling and independent life. We're looking for passionate and experienced Behaviour Support Practitioners who embody our values of **wholeheartedness, optimism, empathy, integrity, honesty, kindness, and accountability** to make a real difference in the lives of those we support.

At Able2, we know that when practitioners are genuinely supported and appreciated, they deliver exceptional, high-quality outcomes that truly transform lives; so we give practitioners the freedom to design a job that works for them. As a casual/contractor, you'll be paid at 60% of the NDIS rate, offering an exceptionally competitive salary while putting you firmly in the driver's seat to shape your workday around your life. With no rigid KPIs and the flexibility to manage your own schedule, you'll have the autonomy to create a work-life balance that aligns with your personal and professional goals.

Our Behaviour Support Plans meet all the standards set out by the NDIS Quality and Safeguards Commission and we pride ourselves in our professionalism and integrity. However, we go further to ensure these plans are easy to read, use, understand, and implement. Each plan is crafted to be meaningful, personal, and reflective of the individuality of the person it supports, making it a document they can feel proud of while also being a practical tool for achieving positive outcomes.

About the Role

We are looking for an experienced **Behaviour Support Practitioner (Advanced or Specialist level)** to provide Positive Behaviour Support to a varied and complex caseload. In this role, you'll provide meaningful, evidence-based, person-centred services while enjoying the independence and flexibility of a casual/contractor model. You'll work in diverse environments—homes, schools, workplaces, and community settings—helping people achieve their goals and thrive.

A typical day may include:

- Meeting participants, their families, and carers to build meaningful relationships and gain a deep understanding of their goals and needs.
- Conducting Functional Behaviour Assessments (FBA) to identify strengths, needs, and strategies that bring about positive change.

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- Developing and implementing Behaviour Support Plans (BSPs) that are compliant, dynamic, and truly individualised.
- Work towards reducing or eliminating the need for Regulated Restrictive Practices and enhancing the quality of life for your participants.
- Collaborating with interdisciplinary teams in a cohesive, supportive environment where everyone works together to achieve the best outcomes.
- Completing admin tasks and reports on your schedule—whether that's in the morning, evening, or during quieter moments of your day. We trust you to manage your time in a way that works best for you while maintaining quality and efficiency.
- Attending team meetings, professional development sessions, and regular supervision to continually grow and refine your skills.

What We Offer

Able2 takes care of paying super, managing tax, and ensuring no ABN is needed.

- **Casual/Contractor Model with Benefits:** This model offers the best of both worlds—true flexibility without the stress and admin that often comes with being a contractor. Super is paid by Able2, tax is managed, salary sacrifice is available to all staff and no ABN is required. Simply complete your work, update the client management system, and receive fortnightly pay — offering true flexibility within a supportive multidisciplinary team environment without the stress of being a traditional contractor.
- **Streamlined Behaviour Support Services:** Every aspect of our PBS services aligns with NDIS standards, simplifying processes so you can focus on what matters.
- **Continuous Learning:** Guidance and support from industry-leading Behaviour Support clinicians to help you excel. Internal and external training provided.
- **Competitive Salary Package:** Innovative remuneration model, plus benefits such as a laptop, phone, and salary packaging.
- **Flexible Working Options:** Hybrid work environment and flexible hours tailored to your needs. Clinic rooms available for use by practitioners.
- **Opportunities for Growth:** Explore endless growth opportunities, from clinical mentoring to operational leadership roles.
- **Supportive Environment:** Operational, clinical, and admin support so you can focus on providing exceptional care.
- **Everyday Perks:** A pet-friendly office, professional development opportunities, and regular social events—including initiatives that give back to the community.

About You

At Able2, our team thrives on shared values and a collaborative spirit. We are seeking experienced Behaviour Support Practitioners who share our commitment to person-centred care and our values of wholeheartedness, optimism, empathy, integrity, honesty, kindness, and accountability.

You'll Need:

- Recognition as an Advanced or Specialist Behaviour Support Practitioner by the NDIS Quality and Safeguards Commission.
- At least 2 years' experience as a Behaviour Support Practitioner.
- Demonstrated experience developing Behaviour Support Plans, including Regulated Restrictive Practices.
- Strong analytical and report writing skills.
- Very good computer literacy (Microsoft Office, online meetings and scheduling, online client management system).
- Excellent time management and organisational skills, as you will be responsible for your own scheduling, prioritisation of tasks and meeting deadlines.

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- A compassionate, flexible approach with strong communication and teamwork skills.
- A valid Australian driver's licence, NDIS Worker Screening Check, and Working with Children Check.

You'll thrive here if:

- You share our commitment to supporting participants with integrity and kindness.
- You are dedicated to personal and professional growth.
- You value teamwork and want to make a meaningful difference in people's lives.

Apply Today

If our workplace sounds like somewhere you would like to work and thrive, we'd love to hear from you. Please email emma.s@able2.net.au or call our office on 4760 4642 to chat to any of our management team.

Able2 is an inclusive employer. We aim to create a flexible work environment where all employees are respected, connected, and can contribute, regardless of their age, heritage, culture, disability, gender identity, sexuality, religion, or family and caring responsibilities. We encourage applicants from people with lived experience of diversity.

Supporting people with disability.