

Position Description

Position Title:	Behaviour Support Practitioner (Core Level 2.2)
Classification:	Stream D - Direct Service Delivery, Band 2

Purpose of the Role

The Behaviour Support Practitioner (Core Level 2.2) delivers high-quality, evidence-based Behaviour Support services for NDIS participants, including assessment, planning, intervention, and review. The role involves independently managing a stable caseload, demonstrating sound clinical reasoning, and contributing to Marathon Health's Positive Behaviour Support (PBS) programs and commercial services.

Practitioners at this level have achieved Full Registration with the NDIS Commission and demonstrate sustained, value-aligned practice, strong reflective capacity, and competence across the Core PBS domains. They work with reduced supervision (monthly clinical and operational) and consistently meet all operational and clinical quality standards. This role supports participants with disabilities to achieve meaningful outcomes through the development and implementation of Positive Behaviour Support strategies.

Key Relationships

The Behaviour Support Practitioner is an employee of Marathon Health and reports to the Southern PBS Team Leads. You will also have a close working arrangement with Clinical Leads, other Clinicians, PBS Admin team staff, and other program staff.

You will be required to maintain effective working relationships with other staff employed or visiting to provide services within Marathon Health. You will liaise as necessary with the Marathon Health partner organisations and other service providers, community organisations, or individuals who have an interest in Marathon Health.

Position Responsibilities

The following outlines responsibilities specific to a Core Behaviour Support Practitioners level 2.1 as outlined in the NDIS Commissions PBS capability framework.

Core Practitioner

This level describes the expectations of a competent Core Positive Behaviour Support Practitioner. The practitioner is expected to:

- Work independently within the Core PBS Capability Framework and demonstrate consistent, competent practice
- Apply evidence-based PBS principles across a range of complex scenarios
- Reduce to **monthly supervision** while actively using it to reflect, seek guidance, and enhance clinical skills
- Completed the **Core Self-Assessment** tool and provide evidence of competence across all relevant domains
- Consistently meet **operational audit** requirements, including notetaking, billing compliance, and risk documentation

Albury

Bathurst

Dubbo

Wagga Wagga

Last modified Mar-24

Clinical Service Delivery:

- Conduct comprehensive PBS functions (e.g., functional behaviour assessments, interim/comprehensive plans, reviews, implementation support) in line with the NDIS PBS Capability Framework
- Independently manage a stable caseload and consistently meet billable targets as formalised in the annual work plan
- Deliver high-quality, person-centred therapeutic interventions that align with NDIS goals and client aspirations
- Tailor support approaches to meet the needs of culturally diverse communities and actively engage Aboriginal and Torres Strait Islander people in appropriate services
- Always demonstrate and uphold confidentiality of client information
- Maintain and update client files in **Lumary**, ensuring records meet legal and organisational standards
- Meet all data entry and reporting obligations in line with funding contracts and Marathon Health policies
- Collaborate with GPs, health professionals, and agencies to provide integrated and coordinated support
- Prepare clinical reports that meet professional and legal standards
- Deliver services via **Telehealth and outreach** as required
- Participate in multidisciplinary team meetings, care planning, and case reviews
- Demonstrate advanced reflective practice and initiative in clinical decision-making

Clinical Governance:

- Follow all policies and procedures designed to reduce risk, protect safety and wellbeing, and ensure the delivery of high-quality, evidence-based clinical care through coordinated services at Marathon Health. Adhere to Marathon Health's clinical supervision policy and participate as needed in individual, peer and group supervision as organised with the Clinical and Team Leads.
- Contribute to the development, implementation, evaluation and reporting of continuous clinical quality improvement activities to improve the clinical service provision and outcomes for clients accessing Marathon Health services.
- Complete file audits in accordance with program requirements.
- Comply with organisational policies and procedures relating to the use of AI tools within the program
- Actively communicate, and share knowledge, with other Marathon Health team members to ensure quality services.

Other Duties

- Demonstrate and uphold Marathon Health's ICARE values in all interactions
- Always Comply with the Work Health and Safety policies and procedures.
- Undertake continuing professional development as required to ensure job skills remain current.
- Attend/participate in out-of-hours meetings and functions as required.
- Participate in staff activities and processes.
- Identify and participate in continuous quality improvement opportunities.
- Actively participate in annual performance planning and review activities.
- Maintain a working knowledge of all equipment used in the office.

- Other duties as directed from time to time.

Our Values

Staff are expected to demonstrate our **ICARE** values:

- I**ntegrity & Trust
- C**ollaboration & Innovation
- A**chievement & Excellence
- R**espect & Empowerment
- E**mpathy & Understanding

Special Job Requirements

1. National Police Check with a satisfactory outcome
2. Working With Children Check clearance for paid work (required for both **NSW and VICTORIA**)
3. NDIS Worker Screening Check
4. Full NDIS Behaviour Support Practitioner Registration
5. Eligibility to work in Australia
6. Valid Australian Driver's Licence

Note:

This position description is not a duty statement; it is only intended to provide an outline of the key responsibilities of the position. Employees are expected to carry out any duties, within the scope of their ability, that are necessary to fulfil the position objectives.

It is expected that this position description will change over time due to the nature of Marathon Health activities. A flexible attitude to change is expected of staff. Any proposed changes will be discussed with you.

I, the undersigned, agree to be employed under the terms and conditions as detailed in this description.

Signed _____

Date _____

Print Name _____

Selection Criteria

Essential

- Relevant qualifications and/or experience in delivering Positive Behaviour Support
- Achievement of core suitability (determined by the NDIS Commission) as a behaviour support practitioner.
- Experience in the delivery of a range of evidence-based strategies relevant to working with people with disabilities who require positive behaviour support interventions.
- Ability to use a clinical software package for electronic client records.
- Experience in, and/or willingness to, use new and advancing technologies to deliver health services (such as Telehealth) and provide outreach services.
- Demonstrated ability to establish effective workplace relationships with a diverse range of professionals and stakeholders.

- Well-developed time management and organisational skills.
- Demonstrated ability to work both independently and as part of a team.
- Demonstrated ability to always maintain confidentiality.