



Clinical Supervisor

VIVA is currently seeking candidates for the position of Clinical Supervisor on our team in **Fredericton, New Brunswick**.

Our Clinical Supervisions provide leadership, supervision and support to our clients, families, and teams with the goal of ensuring that each child reaches their full potential and has enhanced quality of life.

Qualifications and Requirements:

- **Education:**
 - A Master's degree in Applied Behaviour Analysis, Speech-Language Pathology, Occupational Therapy, Education, Psychology or a related-field.
 - Certification with the Behaviour Analyst Certification Board or with a relevant licensing body is an asset.
 - An equivalent combination of relevant education, skills and experience may be considered.
- **Experience:**
 - Knowledge and experience in clinical and consultative skills in the areas of ABA, autism, and preschool-aged children with developmental disorders.
 - Experience with "Today's ABA" approaches including PFA&SBT, Balance, and Universal Protocols is considered an asset.
 - Knowledge and experience with management and supervision.
- **Other Requirements:**
 - A clear criminal record check, vulnerable sector check, and Social Development screening within the past five years.
 - Excellent verbal and written communication skills.
 - Bilingualism (French and English) is an asset. Please state your oral and written language capabilities.
 - Valid Driver's license and access to a vehicle as travel is required.

Key Accountabilities:

Clinical supervisors oversee and support the clinical team responsible for the development and implementation of a child's therapy plan. The work collaboratively with supervisees, caregivers, community partners and other professionals to deliver optimal, child-centered services. In addition, accountabilities include, but are not limited to:

- ***Supervision and Professional Development:***
 - Monitoring, analyzing and documenting progress of programming for all children on their caseload.
 - Supervising and evaluating the work of Behaviour Consultants, Lead Therapists, and Behaviour Interventionists on their clinical team.
 - Supporting the ongoing professional development of a clinical team and evaluating competency development.
 - Meeting up-to-date annual provincial training requirements of the Department of Education and Early Childhood Development



- **Assessment and Program Development:**

- Assessment and program development tasks are overseen and completed collaboratively with clinical team members supervised by the Clinical Supervisor. These can include:
 - Completing the intake process while prioritizing rapport building with the child and their caregiver.
 - Assessing current skills and identifying opportunities for happy, relaxed, and engaged learning. Completing provincially mandated curriculum-based assessments.
 - Creating a Personalized Learning Plan in collaboration with families and community partners.
 - Writing, implementing, and monitoring individualized programs to ensure the child's progress and maximize clinical outcomes.
 - Assessing and designing individualized behaviour support plans that are in alignment with "Today's ABA" approaches.
 - Providing caregiver coaching based on identified needs and priorities to help the child be successful beyond therapy hours.

- **Collaboration**

- Communicating and working collaboratively with families and other stakeholders/community partners
- Overseeing and supporting successful school transitions for clients
- Supporting client-centered services within the home and community context

- **Administration**

- Implementing and adhering to clinical service delivery policies
- Conducting administrative duties relating to scheduling, supervision, and monthly reports

Skills and Attributes:

In addition to qualifications, requirements, and ability to perform key accountabilities, a Clinical Supervisor should possess the following skills and attributes:

- Embrace VIVA values of quality, integrity, dignity, teamwork, and joy for both our employees and our clients.
- Thrive in a fast-paced environment and demonstrate excellent organizational skills.
- Promote a team environment and to provide coaching and training to employees.
- Possess strong critical thinking, data analysis and problem-solving skills.
- Demonstrate a high level of professionalism and confidentiality, commitment towards ongoing professional learning and emotional intelligence (self-awareness, self-regulation, empathy, and strong social skills)
- Ability to develop and maintain strong working relationships with peers, direct reports, supervisors, and community partners.
- Proficient computer skills and a strong aptitude for technology.

Our Organization:

VIVA Therapeutic Services (VIVA), provides preschool-aged children with autism spectrum disorder and their families with high quality, evidence-based ABA services. At VIVA, our programs are dedicated to providing quality therapy and making every teaching moment count.

At VIVA we value teamwork, integrity, quality, dignity, diversity, and joy! To be more specific, we love what we do! We focus on solutions and celebrate each child's learning. We work together as a close team; we care about

Corporate Office
358 King Street, Suite 302
Fredericton, NB
E3B 1E3
506 455 0285



Bureau Corporatif
358 Rue King, Suite 302
Fredericton, N-B
E3B 1E3
506 455 0285

each other and support one another to reach our personal and professional goals. We do the right thing for the well-being of our clients... being honest, accountable, and showing up every day! We seek open feedback, stay current with the research, and continuously strive to offer excellence in our programs. We respect individuality in all children and understand they have unique needs. We aim to learn more about each other, and to act with compassion and kindness.

VIVA recognizes that the field of ABA is evolving and undergoing a shift in understanding how we can best support and honour our clients. Over the past year and a half, VIVA has been investing in training on “Today’s ABA” approaches with Dr. Greg Hanley’s company FTF Behavioral Consulting. We prioritize happy, relaxed, and engaged learners, and teaching from a place of joy. We believe that we can be empathetic, compassionate scientists.

For more information about our services, please visit <https://www.vivanb.ca/>

Interested applicants are invited to send a cover letter and resume to: madan.khan-thakuri@vivanb.ca

We thank all applicants for your interest.