



Behaviour Assistant

We are currently seeking for **Behaviour Assistants to join our teams in Fredericton, New Brunswick**

A Behaviour Assistant provides direct, evidence-based therapy to autistic preschool children across a variety of natural learning environments, including homes, Early Learning Centers, and agency-based settings. Grounded in the principles of behavioural science this role focuses on delivering compassionate therapy designed to support each child's unique developmental needs.

Working under the supervision of a clinical professional (such as Clinical Supervisor and Behaviour Consultant), the Behaviour Assistant implements tailored teaching plans that promote skill development in areas such as communication, social interaction, play, self-regulation, and daily living skills. Therapy may be delivered one-to-one, or within dyads or small groups, depending on program goals and the child's learning profile.

In this role, the Behaviour Assistant actively embeds learning opportunities into play-based, routine-based, and child-led activities to maximize engagement and natural skill generalization. Responsibilities include observing and recording learner behaviour, tracking progress through ongoing data collection, adapting teaching strategies based on the learner's needs, and supporting caregivers and educators in carrying over strategies within the child's everyday environments.

This position requires strong communication skills, patience, creativity, and a commitment to fostering positive, meaningful growth for young autistic learners and their caregivers.

We Offer:

- Competitive salary (starting at \$21.50/hour)
- Group medical and dental insurance
- Life and long-term disability insurance
- Travel expenses
- Vacation and sick time
- Cell phone/internet usage allowance

Position Summary:

A Behaviour Assistant works directly with our clients and interacts with their caregivers every day (Monday-Friday). Each direct session is typically 4 hours in length (8:00am-12:00pm and 1:00pm-5:00pm). Behaviour Assistants implement learning programs that are designed to address personalized learning plan goals (PLP) and training is provided.

Accountabilities include but not limited to:

The role's key accountabilities are:



- Providing therapy to preschool autistic children based on the Personalized Learning Plan developed by the clinical team using principles of Applied Behaviour Analysis (ABA). Please note: no experience in ABA required; ongoing training and support will be provided.
- Implement child-led play to create a positive learning relationship, while maintaining safety, dignity and rapport to ensure peaceful progress.
- Demonstrate VIVA company values (teamwork, integrity, quality, dignity, diversity and joy).
- Implement the principles of reinforcement to build learner skills.
- Respond to problem behaviour while maintaining safety, dignity, and rapport.
- Following individualized programming with accuracy as included in the Personalized Learning Plan developed by the clinical team using principles of Applied Behaviour Analysis (ABA).
- Collect data and summarize data for the clinical team to track the learner's progress; communicate as needed with the supervisor to ensure continued learner's progress.
- Complete all required daily documentation with accuracy (clinical and administrative).
- Have awareness and follow VIVA policy and procedures.
- Be open to receiving feedback and implement feedback to meet goals.
- Communicate appropriately, with professionalism and courtesy (verbal, non-verbal and written) to colleagues, community partners and caregivers.
- Always demonstrate respect for privacy and confidentiality.
- Provide occasional support by participating in light housekeeping duties when clients are cancelled or accompanying a fellow Behaviour Assistant to a session.
- Able to work independently; as well as with the support and supervision of the clinical team (minimum frequency of supervisory visits on a bi-weekly basis)
- Demonstrating good work ethic (punctual and good attendance)

Qualifications and Requirements:

The ideal candidate will:

- Be at least 18 years of age.
- Completion of high school education (minimum).
- Completed post-secondary education in psychology, early childhood education, human services, or a related field is desirable, and receives higher compensation range.
- Demonstrate a strong desire and preferably experience working with autistic preschool children.
- A clear criminal record check, vulnerable sector check, and Social Development screening, dated within the past 3 months.
- Bilingualism (French and English) is an asset.
- Valid New Brunswick Driver's license and access to a reliable vehicle as travel is required.
- Able to work independently, as well as, with the support and supervision of the clinical team (minimum frequency of supervisory visits on a bi-weekly basis).
- This work can be physically demanding; employees are expected to have the ability to kneel, bend, transition from floor to standing repeatedly, and engage in active play.

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Interested applicants are invited to send a cover letter and resume to: careers-carrieres@vivnb.ca

We thank all applicants for your interest.