

## **We Are Hiring: Temporary Clinical Supervisor**

**Location:** [Saint John]

**Schedule:** Monday–Friday | 8:00 a.m. – 5:00 p.m. | No evening, weekend, or statutory holiday shifts | minimum 12 month contract

**Join a workplace that puts people first, including you!**

At VIVA Therapeutic Services, we don't just offer jobs, we offer careers with purpose, benefits that matter, and a culture where you truly belong. If you are passionate about making an impact and want to grow in a supportive and rewarding environment, we would love to meet you.

### **What We Offer – Your Employee Experience**

#### **Compensation & Benefits**

We believe your time, talent, and dedication deserve real rewards.

- Competitive salary (\$71,200.00 - \$97,760.00)
- Transparent pay practices with pay incentives for completed post-secondary education and bilingualism (English/French)
- Comprehensive health and dental benefits (VIVA cover 55% of premiums)
- Life and disability insurance
- RRSP matching
- Paid drive time and kilometre reimbursement
- Cell phone allowance
- Paid vacation, personal leave, and sick time
- Paid statutory holidays
- Quarterly bonus for achieving organizational goals
- Guaranteed closure for one week in August and between Christmas and New Year's
- Professional Development Allowance and Professional Association membership annual dues

#### **Career Development**

We are committed to helping you grow, professionally and personally.

- Ongoing training and development opportunities to build and enhance skills
- Internal career advancement opportunities
- Mentorship, coaching, and guidance from experienced leaders

### **Culture & Belonging**

You'll be part of a values-driven organization that celebrates people.

- Strong commitment to Diversity, Equity, Inclusion and Belonging (DEIB)
- Transparent strategic planning and communications
- Recognition for your contributions
- Cross-team collaboration and a supportive peer network
- Fun and engaging **Social Committee** events

### **Equal Opportunity Employer Statement**

VIVA Therapeutic Services is an equal opportunity employer committed to fostering an inclusive, accessible, and respectful workplace. We welcome and encourage applications from all qualified individuals, including those from diverse backgrounds, identities, and lived experiences.

Accommodations are available upon request for candidates participating in all aspects of the recruitment and selection process.

### **Work-Life Balance & Flexibility**

- We respect your life outside of work and support it.
- Monday–Friday schedule (no evening, weekend, or holiday shifts)
- A leadership team that *genuinely* supports your well-being

### **Position Summary**

A Clinical Supervisor provides leadership, supervision and support to our learners, their caregivers and our teams with the goal of ensuring that each learner reaches their full potential and has enhanced quality of life. Clinical Supervisors report to the Regional Manager, with clinical support and training provided by the Regional Clinical Mentor. Clinical Supervisors are

responsible for assessing, designing, monitoring, and supervising a clinical team in providing behavioural therapies for autistic preschool aged learners. Therapy may be delivered one-to-one, or within dyads or small groups, depending on program goals and the child's learning profile.

The hours of work for this position are 40 hours per week, Monday to Friday, between 8:00 a.m. and 5:00 p.m. Hours may vary depending on operational needs. minimum 12 month contract.

### **Accountabilities**

This role will be accountable for:

#### ***Assessment and Program Development***

- At intake, building rapport with the client and family. Identifying the best context for happy, relaxed, and engaged learning.
- Conducting various assessments, including provincially mandated curriculum-based assessment.
- Creating a Personalized Learning Plan in accordance with the current provincial process in collaboration with families and community partners.
- Writing individualized programs as well as implementing and monitoring programs to ensure adequate and timely progress of clients.
- Conducting functional behaviour assessments and designing behaviour support plans that are in alignment with "Today's ABA" approaches.
- Offering caregiver training according to the needs of the client and priorities of the family.

#### ***Supervision and Professional Development***

- Overseeing the programming of all clients on their clinical team, including monitoring, analyzing, and documenting progress.
- Supervising and evaluating the work of Behaviour Consultants, Behaviour Leads, and Behaviour Assistants on their clinical team.
- Supporting the ongoing professional development of the clinical team and evaluating competency development.
- Meeting up-to-date annual provincial training requirements of the Department of Education and Early Childhood Development.

#### ***Collaboration***

- Communicating with families and other stakeholders/community partners.
- Overseeing successful transitions into schools by preparing and documenting the transition plan.
- Supporting therapeutic service 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.

**The ideal candidate will have:**

- Have a master's degree and excellent clinical skills in the areas of responsibility described above (e.g., BCBA, Speech -Language Pathology, Occupational Therapy, Education and Psychology).
- Bilingualism is an asset.
- Demonstrate exceptional abilities to work in a team setting and a high level of professionalism and integrity, adopting and respecting VIVA's mission and values.
- Have a minimum 2+ years progressive supervisory experience.
- Thrive in a fast-paced environment and demonstrate excellent organizational skills.
- Have experience working with preschool-aged children with a diagnosis of ASD and other developmental disabilities.
- Experience with "Today's ABA" approaches including PFA&SBT, Balance, and Universal Protocols is considered an asset.
- Maintain certification with the Behaviour Analyst Certification Board or with their licensing body (if applicable).
- Have a clear criminal record check, vulnerable sector check and Social Development prior contact check.
- Valid Driver's license and access to a vehicle as travel is required.

If you are interested in joining our team, visit our website to find out more about us:

<https://www.vivanb.ca/>

Interested applicants are invited to send a cover letter and resume to: [jodi.rigby@vivanb.ca](mailto:jodi.rigby@vivanb.ca)