



Position Description

Therapeutic Behaviour Support Practitioner

Division-Program	Inclusive Therapeutics
Reports To	Manager Training and Therapeutics
Direct Reports	Nil
Level	CBChange Therapeutic Behaviour Support Practitioner – aligned with the NDIS Positive Behaviour Support Capability Framework, supporting entry via both Training and Bridging pathways.
Location	Victoria – various locations
Salary	<p>Training Pathway (for non-registered NDIS Behaviour Support Practitioners)</p> <ul style="list-style-type: none"> <i>Provisional Practitioner (First 6 months):</i> \$78,743.60 p.a. (base salary only). Total remuneration (base + 12% super): \$88,192.83 p.a. <i>Base Practitioner (Post 6 months):</i> \$85,560.80 p.a. (base salary only). Total remuneration (base + 12% super): \$95,828.10 p.a. Bonus Eligibility: Available Post 6 months. Potential total remuneration (base + super + bonus): up to \$117,500 p.a. <p>Bridging Pathway (for experienced NDIS Behaviour Support Practitioners)</p> <ul style="list-style-type: none"> <i>NDIS Registered Core+ Practitioner -</i> \$85,560.80 p.a. (base salary only). Total remuneration (base + 12% super): \$95,828.10 p.a. Bonus Eligibility: Immediate (upon commencement). Potential total remuneration (base + super + bonus): up to \$117,500 p.a. <p><i>Note: Both pathways include a 6-month probation period.</i></p>
Date Prepared	30/01/2026

We are guided by our Purpose and Values

- Our Purpose is the reason we exist, and at CBChange that is: *To provide products and services that inspire people, create community, and foster inclusion.*
- Our Values guide all that we do: *Courage, Connection, Character, Co-creation, Compassion*

We provide valued services to people of all ages and all abilities and to do this we need employees to join our team who are skilled professionals, guided by our purpose and values in all that they do, able to put our participants first, working with passion, commitment, and innovation to help others to realise their hopes and dreams.

About Inclusive Therapeutics...

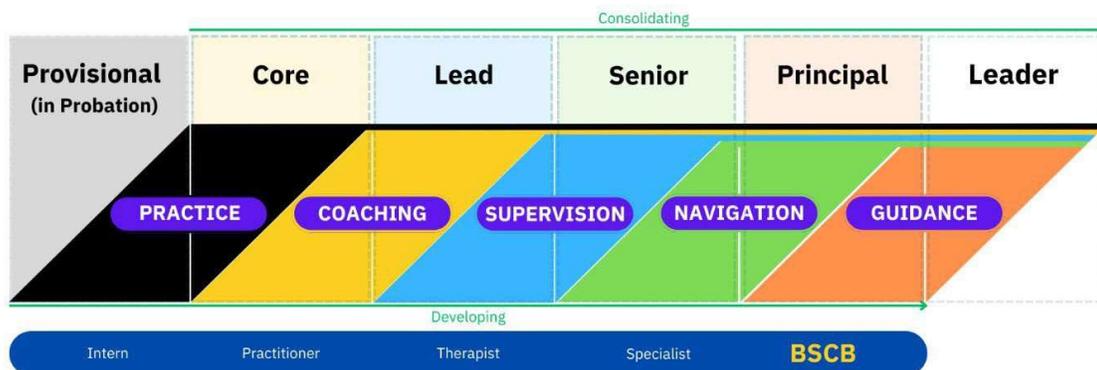
Inclusive Therapeutics is a division of CBChange dedicated to providing safe and high-quality therapeutic behaviour support across various sectors, including disability, education, out-of-home care, and justice. Our therapeutic behaviour support practitioners are registered with the National Disability Insurance Scheme's Quality and Safeguards Commission to provide specialist behaviour supports to children, young people, and adults who engage in complex and concerning behaviour.

We offer excellent career development opportunities for Therapeutic Behaviour Support Practitioners, including both clinical and leadership pathways. Our practitioners receive ongoing co-working, coaching, mentoring, and supervision at all levels to ensure professional growth and quality service delivery.



*With at least 6 months' provisional status and pay until completion of probation

The Inclusive Therapeutics partially distributed teams operate in a network model of dynamic collaborative practice. Team members, depending on their role, BASIC System Board Certification (BSCB), capabilities, and responsibilities, work in an integrative manner to facilitate practice development and ensure safe and quality clinical services.



The network practice and distributed leadership models promote diversity and flexibility in everyday work practice. It enables practitioners to align their strengths and motivations with organisational needs and growth. Practitioners have the option to focus on developing their clinical practice, leadership skills, or a combination of both. This allows for variations in caseload and leadership responsibilities, giving practitioners opportunities to engage in coaching, supervision, supporting other practitioners in navigating their caseloads, and/or fulfilling a line management role as a Guide alongside their clinical work. CBChange now offers a dual pathway approach for new and experienced Behaviour Support Practitioners, with tailored onboarding, support, and remuneration to meet them where they are in their professional journey.

It is okay not to feel ready. Readiness is built through supported practice.

How this role is supported

At CBChange, Therapeutic Behaviour Support Practitioners are not expected to carry complexity alone.

This role is held within a structured network of supervision, navigation, coaching, and peer support. Responsibilities are introduced progressively and in line with the practitioner's experience, pathway (Training or Bridging), and stage of development.

The responsibilities outlined in this Position Description describe the scope of the role over time, not what is expected of a practitioner on day one.

Inclusive Therapeutics Network Practice and Distributed Leadership Models

What it takes to inspire positive change...

CBChange Therapeutic Behaviour Support Practitioners are dedicated to supporting positive and lasting change in the lives of people with disabilities and those who care for and support them. With a passion for innovation and creativity, and a drive for self-initiated learning, they enjoy being challenged every day to discover new ways to empower others; be it through writing a clear and concise therapeutic formulation in an assessment report that supports everyone's shared understanding and vision; through delivering a training on a behaviour support plan to a group of direct support workers who will go away with increased compassion for the participant, or through modelling with a participant the mindfulness exercises that will help them achieve grounding when they are becoming overwhelmed.

A Therapeutic Behaviour Support Practitioner is not the expert on the participant and does not have all the answers. What they do have is a great deal of experience in building relationships with the real experts who already have a lot of the building blocks to reach the solutions: the participant and the people who know, love, and care for the participant.

- Actively promote CBChange's Purpose and Values in everyday work and in the community
- Provide services utilising the CBChange's BASIC System™ Therapeutic Model of Support, the knowledge and skills for which you develop through a comprehensive training and induction program
- Apply clinical knowledge and reasoning skills to support individuals, families, support staff and other professionals across sectors and settings
- Embed principals of evidence-based practice in all aspects of service delivery
- Face challenges head on with confidence, creativity, and resilience
- Work positively and collaboratively as a member of a multi/inter-disciplinary team and respect team values, participate in learning and development opportunities, and facilitate coaching, supervision, and practice leadership of fellow team members as needed.
- Provide support which reflects the Disability Services Standards, Child Safety Standards, NDIS and other relevant legislative requirements and to report any potential breaches to CBC's management
- Follow and implement Work Health & Safety (WHS) guidelines and instructions

Practitioners at CBChange:

Practitioners enter through one of two supported pathways: Training (for non-registered practitioners) or Bridging (for experienced, NDIS-registered practitioners), and are supported through structured development, supervision, and practice leadership

- Deliver supports using our BASIC System™ Therapeutic Model, developed through comprehensive training and reflective practice
- Apply clinical reasoning and evidence-informed strategies to support individuals, families, and professional teams across diverse settings
- Uphold CBChange’s purpose and values in their everyday work and community interactions
- Embrace challenges with creativity, courage, and resilience
- Contribute to a collaborative, multidisciplinary team culture, facilitating peer learning, supervision, and shared leadership
- Ensure all supports align with NDIS Commission standards, Disability Services Standards, and Child Safety frameworks
- Promote wellbeing and safety through strong Work Health & Safety (WHS) practices

What you bring (or are working toward) ...

These capabilities are developed and strengthened through structured supervision, training, and reflective practice. Applicants entering via the Training Pathway are not expected to meet all requirements independently at commencement.

- A commitment to CBChange’s code of conduct
- Ability to achieve “Suitable” registration with the NDIS Quality and Safeguards Commission as at least a “developing at Core” Behaviour Support Practitioner with the ability to maintain ongoing and progressing registration to deliver Specialist Behaviour Support under the NDIS. Practitioner registration number to be provided, if already achieved.
- Following BASIC System training, developing the capability to provide coaching, supervision, and practice leadership to members of the Inclusive Therapeutics team, as appropriate to role and pathway.
- Willingness to occasionally stay overnight if/when required to meet needs of remotely located participants.
- Highly reliable internet, private office space, and a lockable cabinet
- Demonstrated capacity to quickly engage different groups of people, in a variety of contexts, and with differing levels of engagement.
- High level confidence using information technology, including navigating online working platforms such as Microsoft Teams, navigating CRM platforms such as Brevity, navigating creative design programs such as Canva, and ability to use Microsoft Office 365 programs.
- The ability to work effectively with a range of stakeholders including individuals, families, Local Area Coordinators, NDIA, the Office of the Public Guardian, ADHC, other government agencies and specialist support services.
- A commitment to engage in CBChange’s training in the BASIC System Therapeutic Behaviour Support framework and work towards registration or eligibility for registration with the BASIC System Certification Board (BSCB).
- Relevant Tertiary Qualification in Psychology, Social Work, Occupational Therapy, Psychotherapy, Disability, Education, or Social Sciences
- Working with Children Check and NDIS Worker Screening Check clearance.
- Current driver’s licence, motor vehicle with comprehensive insurance, a willingness to drive as per role requirements.

A Day in the Life of a Therapeutic Behaviour Support Practitioner...



9:00 AM

With water and fresh coffee at hand, settle into your home office to log in for the week's Team Bump-In via Microsoft Teams.

9:30 AM

Check Teams messages:

- The Practice Leader reviewed and signed off on your latest Interim Behaviour Support Plan
- The intake interview for a newly allocated participant has been scheduled for later this week, which your Coach will support you to lead



9:45 AM

Check your Emails

- A disability day program manager has emailed to confirm a visit to observe a participant which you will undertake independently
- Respond to a participant's parent seeking your input about some recent incidents



10:00 AM

Log in to the NDIS portal PRODA to upload and submit the Interim Behaviour Support Plan that has been signed off on.

- Email the implementing provider APO to inform that the Interim Behaviour Support Plan has been submitted.
- Email the participant's care team and guardian to update them of the progress of the Interim BSP and let them know that as soon as it is authorised, you will send it to them.



10:30 AM

Ring the parent of one of your participants to schedule a home visit in which you will undertake a functional behaviour interview with your Coach's lead

10:45 AM

Head outside to stretch your legs and throw the ball for the dog. Refresh your water and grab a snack before getting back into work.



11:00 AM

Take 15 minutes admin time to review and update your Navigator record before meeting with your Navigator to review your case load. Map together the action plan for this upcoming week of how you will manage your working time to meet your participant needs, NDIS requirements, and your billable hours.



12:00 PM

Put your Teams status on Do Not Disturb and get stuck into writing the functional behaviour assessment section of a participant's assessment report using all your notes and data collected last week.



1:30 PM

Stop for a lunch break and to make some personal phone calls

2:00 PM

Check your Teams messages and reply to an email from an Occupational Therapist needing to reschedule a Care Team Meeting.



2:15 PM

Finish graphing and summarising the behavioural and quality of life data sheets for your participant's functional behaviour assessment and write your formulation.



4:00PM

Join a Teams-based video reflective practice session that another TBSP is leading with their participant. Observe them discussing what has been working well in the past two weeks and what has been challenging. Observe the TBSP present via screen-share the emotional regulation tool they have created together, and which is tailored to the participant's interests, escalation cycle, and needs.



4:45 PM

Write up your case notes for the session and email the completed emotional regulation tool to your participant. Make a note in your clinical supervision record of an agenda item to be discussed in formal individual supervision tomorrow. Ensure all of your billable and admin hours are logged properly for the day in the client management system.



5:00 PM

Wish your colleagues a good evening on Teams, shut down your computer, and leave your work brain in the office as you head out into the lounge room to put the TV on, play a game with your kids, or head out for a run before dinner.

Pathway-specific expectations

Practitioners entering via the **Training Pathway** are supported to progressively build capability, confidence, and independence, with reduced caseloads and close supervision during the initial period.

Practitioners entering via the **Bridging Pathway** may assume greater autonomy earlier, while remaining supported through shared governance, reflective supervision, and peer collaboration.

Bridging Pathway – Base Practitioner (Already Registered)

To be considered for a Base Behaviour Support Practitioner role at CBChange, applicants must meet the following criteria:

- Completion of the self-assessment and endorsement demonstrating that *all domains* at the **Core Level (or above)** are marked as Capability Met **under** the *NDIS Positive Behaviour Support Capability Framework and endorsed by a supervisor*.
- At least 12 months' experience practicing as a NDIS-registered Behaviour Support Practitioner under the NDIS Quality and Safeguards Commission.
- Demonstrated experience supporting individuals with complex needs, ideally within youth justice, disability justice, or complex mental health contexts.
- Experience delivering behaviour support in varied environments, including family homes, out-of-home care, and community-based settings.

Key Selection Criteria...

Applicants are not expected to demonstrate all capabilities at the same level on commencement. Selection considers values alignment, reflective capacity, and readiness to develop alongside experience.

- Experience working with individuals of varying ages with complex disabilities and behaviour support needs
- A strong understanding of Positive Behaviour Support (PBS), both theory and how it's applied in practice
- Knowledge of Specialist Behaviour Support and Restrictive Practice frameworks, including relevant national and state/territory legislation
- Experience designing and delivering training to direct support workers or teams
- Well-developed clinical writing skills, including the ability to gather and analyse behavioural data, and write high-quality reports and support plans
- Resilience and initiative in working autonomously in a remote or outreach model
- Time and caseload management skills, including the ability to meet role-level expectations for billable work
- The ability to collaborate respectfully and creatively as part of a multidisciplinary, values-driven team

Please note that a 6-month probation period applies to both Training and Bridging Pathway employees.