

INCLUSIVE
THERAPEUTICS



Working at CBChange

Inclusive Therapeutics



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www.inclusivetherapeutics.au



hello@cbchange.org

Welcome to CBChange

Join our team of relational, reflective, values-led practitioners.

At CBChange, we believe in changing the way therapeutic behaviour support is delivered; through connection, compassion, curiosity, and deep collaboration.

- NDIS-registered Behaviour Support Provider
- Statewide Network Practice Model
- Developmentally informed, trauma-aware, relationship-first
- A supportive community that learns together and grows together

Who We Are & How We Work

We Believe in a Better Way to Support People

At CBChange, we look beyond behaviour to understand the whole person, their history, relationships, environment, needs, and strengths. We support individuals experiencing trauma, emotional distress, developmental needs, multi-agency involvement, and behavioural complexity.

Our work is guided by the Therapeutic Behaviour Support (TBS) approach and the BASIC Model of Therapeutics (BMT), a relational, developmental, neuroscience-informed framework that helps us create safety, strengthen connection, and support long-term change.

We are committed to:

- Human rights and inclusion
- Trauma-aware, relational practice
- Quality-of-life outcomes
- Working with the whole ecosystem around the person

A Network, Not a Hierarchy

Our Network Practice Model (NPM) ensures every practitioner is supported by a connected, reflective team, not left to navigate complexity alone.

Our Network Practice Model creates:

- shared practice and consistency
- strong clinical governance
- peer connection and collective problem-solving
- local presence with statewide strength
- practitioner wellbeing, sustainability, and reduced isolation

You get the warmth of a local team with the support of an entire organisation.



Why Work With Us?

A Workplace That Truly Supports Practitioners

Working with CBChange means joining a team that values reflection, relational care, and sustainable practice. We want practitioners to thrive, not burn out.

Supported Through the Network

At CBChange, no practitioner works alone. Our Network Practice Model ensures you are surrounded by a connected team who reflect together, problem-solve together, and carry complexity together. You'll have access to senior practitioners, consistent supervision, peer support, and a collaborative regional network that provides stability, guidance, and shared practice. This model keeps you held, supported, and never isolated in your work.

Continuous Professional Development

Learning is woven into our culture. Practitioners access a full professional development pathway including Case Presentations, Theory-to-Practice sessions, In-Person Team Days, Weekly Bump-Ins, Monthly Team Meetings, Professional Development Plans, and support with Self-Assessment. You'll be part of a community that invests deeply in your growth, confidence, and clinical capability. We grow together, thoughtfully, reflectively, and with purpose.

A Relational, Values-Led Culture

We are a team that values compassion, curiosity, and genuine human connection. Our culture is grounded in relational practice, not just in our work with participants, but in how we support each other. You'll join a workplace where kindness matters, where people are seen and supported, and where reflective conversations are part of everyday practice. We show up for our participants, and we show up for each other.

Meaningful, Sustainable Work

Our work is challenging, rewarding, and deeply meaningful. You will support people experiencing complexity, trauma, and multi-system involvement and you'll see real change happen over time. Caseloads are designed to be sustainable, with flexibility and autonomy balanced by strong organisational support.

Here, you can do the work you're passionate about, in a way that feels safe, steady, and sustainable.

Your Professional Pathway at CBChange

This is a profession, a pathway, and a community.

At CBChange, you don't just fill a role. You develop into a therapeutic practitioner who shapes change across systems. We have established the BASIC System Certification Board (BSCB) and its aligned practitioner pathway to ensure development is meaningful, rigorous, and deeply human. This pathway honours both skill and self, competence and character, recognising that great practitioners are shaped through:

- reflective practice
- relational attunement
- embodied knowledge
- ethical presence
- and deep understanding of the systems they work within

A Living Developmental Journey, Not a Static Label

Our registration and certification framework is grounded in the BASIC System Model of Therapeutics (BMT) and reflects real-world practice rather than abstract competence checklists. As a practitioner with CBChange, you will progress through clearly defined Therapeutic Behaviour Support Practitioner (TBSP) levels, each representing a developmental stage of professional identity, capability, and leadership:

TBSP-1: Emerging Practitioner	Building foundational understanding and supported practice
TBSP-2: Practitioner	Consolidating core skills and increasing reflective capacity
TBSP-3: Clinician	Demonstrating consistent formulation and clinical reasoning
TBSP-4: Therapist	Integrating therapeutic decision-making with relational depth
TBSP-5: Specialist	Leading in complex practice and system-level influence
TBSP-6: Fellow	Stewarding the model and shaping practice culture

This is not a hierarchy of worth, but a developmental progression that reflects growth, coherence, and maturity in practice.

What This Pathway Supports You To Do

- Build mastery in Therapeutic Behaviour Support
- Deepen your clinical reasoning and relational practice
- Move confidently from supported practice to independent leadership
- Contribute meaningfully to the wider CBChange professional network

It is designed to grow with you over time, not rush you through arbitrary milestones.

What Makes Our Pathway Different

Integrated into everyday practice

Your development is aligned with real cases, real people, and real team dynamics, not isolated theory-based assessment.

Strength-based and reflective

Your growth is guided through self-assessment, Professional Development Plans (PDPs), reflective supervision, and collaborative feedback – not pass/fail gatekeeping.

Supported by a Network, Not Left to Navigate Alone

Your learning is held within our Network Practice Model and supported by:

- Guides
- Navigators
- Coaches
- Group Supervision Facilitators
- Peer Learning Clusters

A Pathway for Now and the Future

Whether you are an emerging practitioner or an experienced clinician, the BSCB pathway provides:

- Clear progression
- Recognition of existing expertise
- Opportunities for specialisation
- Leadership development within the network

This framework ensures our practitioners remain at the forefront of Therapeutic Behaviour Support in Australia.

Your Journey with Us

From your first day, you will begin shaping your professional identity through:

- A Professional Development Plan (PDP)
- Guided self-assessment
- Reflective learning goals
- Structured supervision and mentoring
- Evolving certification milestones

As you grow, your certification will reflect not just what you know, but how you practice, how you relate, and how you lead.

What You'll Do as a Behaviour Support Practitioner

As a Behaviour Support Practitioner at CBChange, you'll work with individuals, families, and providers to understand the person behind the behaviour and support meaningful, sustainable change. You'll complete assessments, develop Therapeutic Behaviour Support Plans, and provide therapeutic support that strengthens safety, connection, and emotional regulation. You'll coach teams, collaborate across systems, and help reduce restrictive practices through rights-based and trauma-informed strategies, creating safer, more connected, and inclusive lives for the people we support.

Meet Some of the Team



Anneke

With a background across community services, disability work, and the prison and forensic sectors, Anneke brings a strong, collaborative approach to supporting people with complex needs and reducing restrictive practices. Now in her fourth year at CBChange as a Lead Practitioner, she works closely with families and formal supports while also coaching, guiding, and supervising other practitioners to strengthen practice across the team.



Amber

Amber is a Lead Practitioner who thrives on seeing plans come together and meaningful change unfold for the people she supports. Now in your 3rd year at CBChange, alongside her participant work, Amber also coaches, navigates, and supervises other practitioners, contributing to strong, confident practice across the team. Her areas of interest include education, children and young people, autism spectrum disorder, sensory-informed practice, and supporting educators to respond effectively to diverse needs.



Rhianna

Rhianna primary education, where she supported children with diverse learning and behavioural needs. Her move into behaviour support reflects her commitment to practical, trauma-informed approaches that help individuals thrive. In her first year at CBChange, Rhianna supports participants across the Geelong and Bellarine regions and contributes to team learning by assisting other practitioners through collaboration and reflective problem-solving.



Rosie

Rosie is in her first year at CBChange and brings a background in psychology and education to her role. She is committed to building trusting relationships and supporting participants to feel safe, heard, and empowered as they work toward meaningful change. Rosie is inspired by the progress she sees in the people she supports and contributes to a positive team culture through collaboration and reflective practice.

Ready to Join Us?

We'd love to meet practitioners who are thoughtful, reflective and committed to relational practice.

Explore current opportunities:

inclusivetherapeutics.au/join-our-team

Apply or ask questions:

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