



Internal & External Posting

November 17, 2021

KidsAbility empowers children and youth with special needs to realize their full potential.

1.0 FTE Clinical Manager
Supporting Behavioural Supports Services and Autism
Commencing: ASAP
Assigned Sites: Multiple Sites

KidsAbility is an equal opportunity employer that is dedicated to over 60 years of proven community outreach and servicing of families across the Waterloo and Guelph Wellington Regions. With core values such as collaboration, respect, accountability, integrity and inclusion, KidsAbility offers employees:

- Access to Employee Assistance Programs that include corporate discounts on travel, gift cards, and events
- Health and Dental benefits
- Organizational transparency on missions, visions and future development
- Social Events and opportunities to give back to your community

The Clinical Services Manager participates in designing, planning, implementing and monitoring/assessing the clinical services within our autism and behavioural supports and services. Duties include: supervising, coaching and evaluating clinical staff in their implementation of the work; supporting the implementation of the Life Needs Model of services delivery and supporting family centred care and inter-professional practice.

General Responsibilities:

You will provide input and assistance in all phases of service delivery including quality outcomes, and staff and client satisfaction. The scope of leadership is at the clinical level. Your primary duties will be:

- Recruiting, training, orientation and supervision of assigned staff including staff scheduling, and health and safety.
- Provide staff supervision in a manner that creates opportunities for engagement and skill development
- Developing a high performing team
- Performance management of staff through caseload review and chart audits.
- Promote and foster accountability in day to day operations including service standards
- Ensures client service delivery meets KidsAbility's strategic goals, objectives and service standards
- Participates in internal and external meetings, projects and committees
- Fosters positive working relationships in line with KidsAbility values with staff, peers, clients, families, volunteers and community



General Qualifications:

- Master in Applied Behaviour Analysis
- A Board Certification as a Behaviour Analyst (BCBA)
- A minimum of three years of leadership/supervision/managerial experience plus five years clinical experience
- Ability to integrate the Life Needs Model and sound clinical theory and practice into the program
- Experience working with children with ASD and their families
- Knowledge and skill in the delivery of a range of services based on the principles of ABA for children with ASD and their families
- Strong innovative program planning and developmental capacity; commitment to interdisciplinary family-centred model of care within a program management structure
- An ability to develop and lead teams; able to coordinate staff and program resources to identified needs and targets; willingness to work as an integral member of a team, and the ability to build and sustain collaborative relationships both internally or externally
- Strategic planning skills; demonstrated customer service skills; and strong interpersonal and communication skills
- Computer proficient with strong communication and time management skills
- An automobile with public liability and property damage or use of an automobile

We invite applications from those interested in this position to submit a letter of interest and their resume by end of day November 25, 2021 to:

Human Resources
recruitment@kidsability.ca

KidsAbility follows the principles of dignity, independence, integration and equal opportunity. If you have accessibility or other requirements that need to be considered during the recruitment process, please let us know.

Please note that all prospective KidsAbility employees are subject to mandatory immunization requirements, including the full and ongoing COVID-19 vaccination, as a condition of obtaining and maintaining employment. We will make accommodations as directed by the Ministry of Children, Community and Social Services and the Chief Medical Officer of Health.