



Child, Youth & Family Services

Building Futures Together

Responsive, compassionate services for children, youth, and families to build better and more hopeful futures.

Behavioural Community Consultant (Previously ASD Community Consultant)

1.0 FTE

About Keystone:

Keystone Child, Youth & Family Services is a dynamic, not-for-profit organization and the designated Lead Agency for Children's Mental Health in Grey and Bruce Counties. Since 1974, we have been dedicated to supporting children, youth, and families by delivering compassionate, responsive mental health services.

At Keystone, we provide a full continuum of services, including counseling, prevention and well-being programs, short-term live-in treatment, crisis stabilization, youth justice services, and special needs programming. Our focus on coordinated access ensures that every child and youth aged 0-17 receives tailored, multi-disciplinary care to meet their unique needs.

Position Summary:

The Behavioural Community Consultant is an integral member of Keystone's Team, providing behavioural assessment, direct intervention, consultation, and behaviour support planning for children and youth with complex behavioural, developmental, emotional, and mental health needs.

Working collaboratively with social workers, child and youth workers, social service workers, other clinicians, caregivers, schools, physicians, and community partners, the Behavioural Community Consultant promotes regulation, skill development, participation, and positive outcomes across home, school, community, and treatment settings.

This role combines direct service, caregiver coaching, team consultation, staff education, and system navigation. The consultant delivers assigned services within a team-based caseload model; the interdisciplinary team maintains shared responsibility for assessment and formulation, service planning, and decisions to continue, adjust, redirect, or conclude service.

As a shared clinical resource, the position also provides consultation and capacity building across Keystone programs to support consistent, evidence-informed care.

Key Responsibilities:

Behavioural Assessment and Planning

- Gather and analyze behavioural, environmental, developmental, sensory, communication, and mental health information.
- Complete or contribute to behavioural assessments, including Functional Behaviour Assessments (FBAs), within assigned scope and competence.





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- Develop or contribute to behavioural formulations and recommendations that inform interdisciplinary service and treatment planning.
- Participate in intake, assessment, and complex case consultation.

Behaviour Support and Direct Intervention

- Develop or contribute to individualized Positive Behaviour Support Plans and regulation-focused intervention plans.
- Provide direct behavioural intervention, skill-building, and coaching with children, youth, and caregivers.
- Support implementation of practical strategies across home, school, community, and treatment settings.
- Monitor progress and outcome data and recommend collaborative adjustments to service plans.

Consultation and Collaboration

- Provide behavioural consultation to Keystone clinicians and interdisciplinary teams.
- Participate in case conferences, school meetings, coordinated service planning, and transitions.
- Collaborate with caregivers, educators, physicians, and community partners to support coordinated care.
- Support system navigation for children, youth, and families.

Caregiver Coaching and Capacity Building

- Coach caregivers in practical, evidence-informed behavioural strategies.
- Provide consultation and coaching to staff supporting children and youth with complex needs.
- Deliver education, training, and resources that strengthen capacity across Keystone programs.
- Promote trauma-informed, relationship-based, culturally responsive, and neurodevelopmentally affirming practice.

Documentation and Professional Practice

- Complete timely documentation, reports, and behaviour support plans appropriate to the assigned role.
- Maintain confidentiality, ethical practice, and applicable professional and organizational standards.
- Remain current with research and evidence-informed practices in behavioural assessment and intervention.

Professional Scope and Accountability

- Perform responsibilities consistent with education, experience, competence, professional registration, organizational policy, and assigned scope.
- Work within Keystone's team-based clinical accountability structure, seek consultation, and escalate needs that fall outside assigned scope or competence.
- Use of the protected title Behaviour Analyst, and formal clinical direction or supervision of ABA services, requires current registration with the College of Psychologists and Behaviour Analysts of Ontario as an R.B.A. (Ont.).





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- Where the incumbent is not registered as an R.B.A. (Ont.), services are provided within Keystone's established clinical accountability and supervision structure.

Qualifications and Experience

- A degree in Behaviour Analysis, Child and Youth Care, Social Work, Social Service Work, Developmental Services, Psychology, Education, or another related health or human services discipline, combined with relevant experience in behavioural assessment and intervention.
- Equivalent combinations of education, training, and experience will be considered.
- Minimum two (2) years of experience supporting children and youth with complex behavioural, developmental, emotional, or mental health needs.
- Experience completing or contributing to behavioural assessments and Positive Behaviour Support Plans.
- Knowledge of Applied Behaviour Analysis (ABA), Positive Behaviour Support (PBS), and trauma-informed, relationship-based practice.
- Experience providing consultation, coaching, and training to caregivers, schools, and interdisciplinary teams.
- Strong assessment, clinical reasoning, documentation, communication, and collaboration skills.
- Commitment to continuous learning and evidence-informed practice.
- Current or working towards a registration with the College of Psychologists and Behaviour Analysts of Ontario as an R.B.A. (Ont.).
- Advanced coursework or training in behaviour analysis or Positive Behaviour Support.
- Experience working within children's mental health and community-based services.
- Experience supporting children and youth with autism, ADHD, developmental disabilities, and other complex presentations.
- Registration with a relevant professional college, where applicable.

Competencies and Skills

- Demonstrated knowledge of behavioural assessment, Applied Behaviour Analysis, Positive Behaviour Support and regulation-focused approaches.
- Strong observation, data collection and analytical skills, including the ability to monitor outcomes and recommend adjustments.
- Sound clinical reasoning, professional judgment and ability to recognize when consultation or escalation is required.
- Strong consultation, coaching, facilitation and capacity-building
- Ability to work collaboratively within an interdisciplinary team and contribute to shared assessment, formulation and service planning.
- Strong verbal, written and interpersonal communication skills, including preparation of clear and timely documentation, reports and behaviour support plans.
- Commitment to trauma-informed, relationship-based, culturally responsive and neurodevelopmentally affirming practice.





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- Ability to respond calmly and effectively to complex, escalating or high-risk situations.
- Strong organization, time-management and caseload-management skills.
- Ability to work independently while remaining accountable to team-based clinical direction and organizational policies.

Working Conditions

- 35 Hours work week with Flexible schedule, including occasional evenings, to support families and community partners.
- Regular travel throughout Grey and Bruce Counties as required.
- Valid Ontario Class G driver's licence and reliable access to transportation
- Hybrid work environment with office, community, school, home, and virtual service delivery.
- Successful completion of a Vulnerable Sector Police Record Check.
- Maintenance of professional registration, where required for assigned responsibilities.

Key Details:

Location:	Owen Sound, ON [Hybrid]
Dates:	Earliest mutually agreeable date.
Hours of Work:	35 hours per week.
Compensation:	\$35.28 - \$46.94/hour
Reports To:	Manager, Prevention & Clinical Services

Application: Cover Letter and Resume with Job ID Number and Title
in the Subject Line to careers@kcyfs.com

We're grateful to everyone who takes the time to apply; however, only those selected to move forward in the process will be contacted.

Classification and Compensation

This position may be filled at Behavioural Community Consultant Level I, II, or III. The successful candidate's classification level will be determined by how their education, professional credentials or registration, relevant experience, and demonstrated scope of practice align with the qualification requirements of the existing classifications in the Collective Agreement.

Factors considered in determining the classification level may include:

- Level and relevance of education.
- Current professional credentials or registration.
- Depth and complexity of behavioural assessment and intervention experience.
- Ability to independently complete behavioural assessments and develop behaviour support plans.
- Experience providing clinical consultation, coaching, training, or supervision.





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- Overall scope of responsibility and level of professional accountability.

Why Keystone?

- ☐ Comprehensive benefits package to support your health and well-being.
- ☐ HOOPP pension plan—a defined-benefit plan investing in your future.
- ☐ Vacation and leave provisions that support work-life balance.
- ☐ Employee Assistance Program and access to ongoing professional development and training.
- ☐ A supportive, multidisciplinary environment focused on connection and collaboration.
- ☐ The opportunity to make a meaningful difference for children, youth and families across Grey and Bruce Counties.

Keystone is committed to equity, accessibility and inclusion in employment. Accommodation is available throughout the recruitment process upon request.

