

Hōhepa is a therapeutic community based on the work of Rudolf Steiner, providing support for people with Intellectual and Developmental Disabilities (IDD) with the aim of enabling them to live as independently as possible. Hōhepa works out of the principles of Anthroposophy, which provide a meaningful framework of insight to human development as a basis of planning and support to individuals, so that they have a “life fully lived”.

Hōhepa Hawke’s Bay provides service support to more than 150 people with IDD, some of whom present complex and challenging behaviours. All require positive and insightful support, to enable fulfilled lives. We are looking to strengthen our practices in a collaborative working model, providing guidance and practical advice for support staff as they work to strengthen communication, social and functional living skills of people.

We seek a suitably qualified and experienced person join the team and work with staff across services for children/youth (including the school) and adults. The successful candidate will be involved in delivery and implementation the 3-tiered Positive Behaviour Support (PBS) framework across Hōhepa (individual clients, manualised interventions or group work, and staff training).

Over the last four years Hōhepa has developed an on-site PBS service with input from a PhD level psychologist and BCBA. In designing our service, we drew from the literature on PBS, Mindfulness-Based Interventions (MBI), sexuality education, self-determination for people with IDD, Multisystemic Therapy, and other ecological and empirically supported interventions and frameworks. The new specialist does not necessarily need a background in these approaches, but would be part of the continuous rolling out of the PBS service.

Skills & Experience

Our ideal candidate will bring a successful combination of experience and/or training in:

- Working with people with intellectual and developmental disabilities.
- Ideally possess a Masters majoring in Applied Behaviour Analysis.
- Be a psychologist (specialised in ABA), or Board Certified Behaviour Analyst (BCBA).
- Have experience with PBS or other evidence-based models.
- Be enthusiastic about piloting programs and implementing a systems change approach.
- Have a keen interest in new and innovative research in the field.
- Have experience working with children and adults.
- Be willing to be part of a young and dynamic specialist service.

Our preference is to take on specialists with 3 or more years’ experience.

In addition, to be successful in this position you must meet these requirements:

- Have excellent written and verbal communication skills; to establish/maintain rapport with a wide range of people, write succinct and meaningful reports, provide clearly-understood guidance on the practical steps staff should take to work effectively with the people with disabilities we support.
- Be computer literate and able to use tools for data analysis.
- Have integrity, trustworthiness and be able to maintain confidentiality (according to the practitioner’s relevant code of ethics or conduct)
- Be willing to work within the principles and practices of anthroposophy as they apply to leadership at Hōhepa (support is available if you need to develop your understanding).