Inspire - Community Support Services is a non-profit, multi-service community-based agency. The agency is currently looking to fill a full-time Behaviour Advisor position who will be responsible to provide clinical services to children and adults as well as consultative services for families and support networks. This position will work out of our main office in Cornwall and travel may be required.

Position Title: **BEHAVIOUR ADVISOR**

Reporting Relationship: Reports to the Program Manager – DS Case Management

Role accountabilities:

- Provides general and specialized clinical services and education to clients, families, and support networks (includes supportive counselling, behaviour support recommendations)
- Completes behaviour support plans
- Conducts functional assessments, including functional analysis of target behaviours
- Makes referrals on behalf of client to arrange/integrate services and programs from community and ministry partners including direct services and outside resource operators
- Participates in clinical meetings, program planning, and evaluation meetings
- Facilitates and attends case conferences, reports observations, and maintains documentation and records
- Facilitates parent training groups
- Collaborates with other professional staff and director to identify and/or resolve issues and challenges

Knowledge:

- Knowledge of case management, clinical service program design, delivery, assessment, and evaluation methodologies, processes, and practices
- Knowledge of developmental disabilities and complex special needs
- Knowledge of the organization's services, programs, and other community partners
- Knowledge of relevant governing legislation, collective agreements, policies, and procedures
- Knowledge of office productivity software and databases, and technology devices

Position Requirements:

- Completion of university degree in social work, psychology, or relevant social sciences

Experience:

- Greater than three years of previous work experience in clinical services for clients with developmental disabilities

Employment and Working Conditions:

- Works in office environment and with clients in external settings (home, school, work, community)
- Situational awareness for health and safety of self and others
- Exposure to safety concerns, physical and verbal outbursts, and abuse
- Exposure to stressful experiences/interaction with clients who are upset, angry, and/or emotionally charged
- Virtual sessions are offered
- 35 hours per work week
- Salary $35.09

All interested parties are invited to submit their resume and cover letter to the attention of Stephanie Nalepa, Director of Human Resources and Administration, via email at snalepa@inspire-sdg.ca **no later than 4pm on Friday, November 27, 2026.**

Inspire Community Support Services is committed to Employment Equity. We welcome diversity in the workplace and encourage applications from all qualified individuals including members of visible minorities, aboriginal persons, and persons with disabilities. We comply with the AODA (Accessibility for Ontarians with Disabilities Act) and will provide accommodations throughout the recruitment and selection and/or assessment process to applicants with disabilities. Applicants need to make their accommodation needs known when contacted.

We thank all applicants for their interest, however, only those under consideration will be contacted.