



Board Certified Behaviour Analyst (BCBA) – Disability Support Outreach Team (DSOT) **Meaningful Work | Flexible FTE | Permanent Full-Time | 37.5 hours/week**

Make a difference where it matters most. Breton Ability is looking for a **Board Certified Behaviour Analyst (BCBA)** to join our brand-new Disability Support Outreach Team (DSOT) and help people with disabilities live with greater choice, dignity, and independence. This is an opportunity to bring your clinical expertise into a collaborative, community-based role where your work has a visible impact on individuals, families, teams, and communities across Cape Breton.

Be part of something new from the beginning. DSOT is a brand-new team being built to bring Remedy to life, and this role offers a rare opportunity to help shape how innovative, community-based disability supports are delivered across Cape Breton. This is a chance to do meaningful clinical work in a setting where your expertise directly improves everyday life. You'll provide behavioural assessment, consultation, Positive Behaviour Support planning, and behavioural intervention services for individuals with intellectual and developmental disabilities and complex support needs. As part of a collaborative interdisciplinary team, you'll deliver education and training on Positive Behaviour Support, trauma-informed practice, ethical behavioural intervention, supported decision-making, and rights-based service delivery—helping create innovative supports that have a lasting community impact.

Flexible by Design: Funding is available for one full-time equivalent (FTE) Occupational Therapist position. The organization is committed to flexibility and is open to a range of scheduling arrangements, including full-time, part-time, shared, or customized schedules. Candidates are encouraged to apply regardless of their preferred hours, as we are willing to explore options that support both service delivery and work-life balance. Benefit eligibility may vary based on hours worked.

What you'll do:

- Conduct behavioural assessments and develop Positive Behaviour Support plans that promote quality of life, independence, and inclusion.
- Provide consultation, education, and training to individuals, families, staff, and community partners.
- Collaborate with an interdisciplinary team to build capacity, reduce restrictive practices, and create innovative, person-directed supports.
- Provide mentorship and clinical guidance to support the growth of the DSOT team.

What you bring:

- Graduate degree in Applied Behaviour Analysis or equivalent recognized by BACB.
- Current BCBA designation in good standing.
- Experience supporting individuals with intellectual and developmental disabilities, autism spectrum disorder, dual diagnosis, mental health needs, and complex behavioural support needs.
- Knowledge of functional behaviour assessment, Positive Behaviour Support, trauma-informed practice, supported decision-making, and evidence-informed intervention.
- Strong consultation, communication, coaching, and interdisciplinary collaboration skills.
- Commitment to ethical, rights-based practice and reducing restrictive practices through proactive supports.

Where you'll work: The BCBA works across community, office, residential, educational, and alternate settings as required. Travel within the service region is required and a valid driver's license must be maintained.

Why you'll want to join us: At Breton Ability, your expertise will be valued, your ideas will matter, and your work will help build more inclusive supports across Nova Scotia. We offer a supportive interdisciplinary team, comprehensive benefits, a pension plan, wellness programs, professional development, and opportunities to grow and lead.

How to Apply:

If you are passionate about advancing inclusive, rights-based services and want to make a measurable impact in your community, we encourage you to apply.

Please submit an updated resume highlighting the qualifications listed and a cover letter expressing why you believe you are the best match for this role by August 24, 2026, to: Human Resources Coordinator via email only hr@cb-bac.ca

Please include "BCBA – Disability Support Outreach Team (DSOT)" in the subject line.

Join us in creating a future of choice, independence, and dignity for all individuals!