

## **Job Description**

<b>Job title</b>	<b>Behavioural Services Clinical Director</b> Part-Time, average 13.5 hours/week (1.5-Year term, renewable subject to funding; hours may vary based on funding availability.)
<b>Reports to</b>	<b>Health Services Manager</b>

## **Centre Overview**

[105 Gibson Centre](#) (105GC) is a faith-based community care centre, established by the [Toronto Christian Community Church](#) (TCCC) in 2013. Striving towards equity, belonging and wholeness, our vision is to be good neighbours who provide hope in God, transforming people by building an inclusive, caring and engaged community together with local partners. Our mission is to serve the local and those in need, and to share with them the compassion and hope of Jesus (Luke 4:18, Micah 6:8).

## **Reporting structure**

This position is reporting to Health Services Manager.

## **Position Summary**

The Clinical Director provides strategic leadership, clinical oversight, and supervision for the delivery of behavioural services under the ABA funding initiative. This role is responsible for managing a multidisciplinary team that includes Registered Behaviour Analysts (RBAs) and Supervised Behavioural Coaches, ensuring the effective implementation of both group-based programs and individualized supports for neurodivergent children and youth.

The Clinical Director oversees program planning, staff training and supervision, treatment monitoring, and quality assurance. The role ensures that services adhere to ethical and evidence-based practices; while fostering a collaborative, client-centred culture focused on positive outcomes and continuous improvement.

## **About the Team**

For this ABA funding project, our clinical team of 5—including RBAs and Supervised Behaviour Coach(es)—works collaboratively to deliver high-quality, evidence-informed behavioural support to neurodivergent individuals and their families. Team members operate within a culturally responsive and inclusive environment, and are encouraged to participate in centre-wide initiatives that promote belonging, community engagement, and client well-being.

## **Qualifications**

### **Personal Qualifications:**

- Subscribes to TCCC's Tenets of Faith and 105GC's vision, mission, and values. Kingdom-minded, consistently prioritizing the best interests of TCCC and 105GC over individual roles and responsibilities.
- A committed and spiritually mature disciple of Christ.
- Passionate about serving individuals of all ages, ethnicities, cultures, backgrounds, and needs.
- Demonstrated ability to work effectively with individuals from diverse backgrounds and adapt interventions to meet cultural needs.
- Commitment to maintain client dignity, privacy and confidentiality, and handle sensitive information with discretion.
- Strong interpersonal, organizational, and communication skills with the training and ability to supervise clients and staff, work independently and as part of a multi-disciplinary team to provide client-centred services.
- Fluent in both written and spoken English. Proficiency in Cantonese or Mandarin, an asset.
- Prior experience working in a Christian faith-based setting, an asset.

### **Education and Experience Qualifications:**

- A Regulated Health Professional in Ontario (BCBA / Psychologist / Registered Psychotherapist or Registered Social Worker).
- Registered with the College of Psychologists and Behaviour Analysts of Ontario and also a Board-Certified Behavior Analyst (BCBA) certification from the Behavior Analyst Certification Board (BACB) in good standing.

- Minimum of 3-5 years of experience in individual services and group supervision. Supervisory role in behaviour analytic treatment services, including experience in curriculum design, assessments, treatment planning and implementation, staff supervision, case management and clinical supervision, developing clinical systems, working on multi-disciplinary teams, and with diverse populations and/or age groups.
- Graduated from an ABAI-accredited Masters program in behaviour analysis, with honours is an asset.
- PEERS® Certification or other ABA group curriculum certifications.
- Completed supervision training as per BACB guidelines.
- Clear Vulnerable Sector Check Record.
- Experience with OAP documentation and compliance is an asset.
- Current First Aid and CPR certification is an asset.

### **Duties and Responsibilities**

- Conduct screening and client intake, indirect and direct assessments, skill-based and functional assessments.
- Develop individual services and group programs that address social skill challenges with a focus on skill acquisition, generalization, and maintenance, for individuals with autism spectrum disorder (ASD) and related disabilities.
- Provide clinical supervision to social skill groups and participation in caregiver training if needed.
- Provide staff supervision to clinical team to support the delivery of high-quality group ABA services.
- Using performance management strategies and best practices in staff supervision.
- Work independently and as part of a team, leading and attending meetings, and communicating with the team using written and spoken methods.
- Monitor progress through data collection and analyses, revising treatment plans as needed based on the data.
- Complete clinical documents and maintain client records according to standards of practice.

- Receive and respond to client concerns compassionately and in a professional and timely manner. Demonstrate integrity in interactions with and commitments made to clients.
- Train and support volunteers and staff in effectively and compassionately interacting with clients with disabilities that promote their dignity and inclusion.
- Stay current with best practices and developments in the field through research, training, and professional development opportunities.
- Present outcome data to 105GC and provide program updates after completion of each program phase, for evaluation and analysis purposes.

### **Expected Work Schedule**

- Weekly Commitment: average 13.5 hours per week (flexible, depending on program needs)
- Availability: At least 2 days per week onsite for this funding project.
- Must be available for staff consultation.
- Primarily working at the centre.

### **Responsible Departments and Functions**

- Health Services Team

### **Application**

Interested candidates are asked to submit the following as part of their application package:

- A detailed resume outlining qualifications and relevant experience
- A cover letter
- A brief proposal (1–2 pages) outlining initial ideas for team organization and activity planning for this position

Please send your complete application to:

Human Resources  
 105 Gibson Centre  
 105 Gibson Drive, Markham, L3R3K7  
 Email: [hradmin@105gibson.com](mailto:hradmin@105gibson.com)  
 Webpage: [105gibson.com](http://105gibson.com)

Deadline for applications: September 12, 2025

We thank all applicants, however, only those considered for an interview will be contacted.