

Job Description

Job title	Registered Behaviour Analyst Part-Time, 20 hours/week (1.5-Year term, renewable subject to funding)
Reports to	Behavioural Services Clinical Director

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 the Behavioural Services Clinical Director.

Position Summary

Registered Behaviour Analysts (RBAs) at 105 Gibson Behavioural Services are key contributors to the delivery of high-quality, evidence-based behavioural support for neurodivergent individuals. Working within an inclusive and collaborative environment, RBAs are encouraged to participate in centre-wide initiatives and foster clients' sense of belonging within the community. Aligned with our mission, RBAs play a vital role in supporting the integration and engagement of neurodivergent individuals in the broader community, empowering them to thrive and be recognized as valued members of society. The successful candidate will program for and lead Applied Behaviour Analytic (ABA) social programs to children aged 2 to 16 with autism spectrum disorder (ASD) or related disabilities with the support of a team of supervised behaviour coaches and collaboration with the Clinical Director.

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 ability to 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, Mandarin, or other second languages, is an asset.

Education and Experience Qualifications:

- Registered with the College of Psychologists and Behaviour Analysts of Ontario (in good standing) - mandatory. Board Certified Behavior Analyst (BCBA) certification from the Behavior Analyst Certification Board (BACB) - an asset.
- Minimum of 3 years of experience in a supervisory role in behaviour analytic treatment services, including experience in assessments, intervention planning and implementation, staff supervision, working on multidisciplinary teams, and with diverse populations and/or age-groups, required.
- Current First Aid and CPR certification.
- Clear Vulnerable Sector Check.

Duties and Responsibilities

- Support client intake. Conduct screening, indirect and direct assessments, skill-based and functional assessments.
- Support the development of 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.

- Implement and support treatment plans in groups across a variety of settings (e.g., in the home, centre, community, online).
- Supervise and support Supervised Behaviour Coach(es) in delivering ABA services using performance management strategies and best practices in staff supervision.
- Prepare materials and complete miscellaneous tasks as necessary to support efficient, effective, and successful program implementation.
- Work independently and as part of a team, managing caseload(s), 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.
- Provide caregiver training and coaching in both one-on-one and group settings that promote generalization and maintenance of skills.
- Collaborate with multidisciplinary teams to ensure holistic and coordinated care.
- 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.
- Attend regular staff meetings and actively participate in centre-wide activities and events, beyond program-specific responsibilities within ABA, as part of the broader centre community and team.

Expected Work Schedule

- The RBA is expected to work at 20 hours per week, with flexibility based on program needs.

- Schedules should remain adaptable to accommodate client cancellations, waitlist demands, or program modifications.
- Any schedule changes exceeding 10% of weekly hours must be approved by the Clinical Director.
- Primarily at the centre, with occasional travel to off-site community settings (e.g., schools) as needed.

Responsible Departments and Functions

- Health Services Team

Application

Interested candidates are asked to submit a detailed resume outlining their qualifications and experience to:

Human Resources
105 Gibson Centre
105 Gibson Drive, Markham, L3R3K7
Email: hradmin@105gibson.com
Webpage: 105gibson.com

Deadline for applications: September 30, 2025

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