

Behaviour Analyst

Job Description and Person Specification

November 2026

Salary	Hours	Location	Closing date
£33,950 - £43,330	**37.5 hours a week**	**Wandsworth, London**	**9 January 2027**

BeyondAutism

beyondautism.org.uk

Registered Charity No. 1082599

About BeyondAutism

Our vision

A world where every autistic learner belongs, succeeds and shapes their own future.

Our mission

To ensure every autistic child and young adult accesses the education and support they need to belong, succeed, and lead lives full of opportunity, choice and independence.

Founded by parents in 2000, we provide a continuum of support from Early Years through Post-19, alongside outreach, training, and our pioneering BeyondAutism Fast Responder service. We combine direct education for children with the most complex needs with national training, resources, and policy influence – creating a blueprint for inclusion that can be scaled across the country.

At the heart of our approach is a deep understanding of behaviour – recognising it as communication and as a reflection of environment and need. Too often, scientific principles have been misapplied in ways that prioritise compliance over the individual's voice. We reject any practice that seeks to suppress identity; instead, we celebrate individuality and apply behaviour analysis in a positive, ethical, and person-centred way – supporting choice, independence, and outcomes that enhance quality of life.

Our values

At BeyondAutism we are:

Dedicated to delivering excellence

Developing expertise, outstanding services and positive engagement, always seeking to go above and beyond expectations.

Committed to understanding behaviour

Contributing to research and ensuring our staff continually develop and share best practice that ensure aspirational outcomes are achieved for autistic individuals.

Respectful

Embracing diversity, showing integrity, acting with compassion and always treating people with dignity.

Proud to challenge

Listening, changing thinking, shifting attitudes and educating.

Job overview

The Behaviour Analyst is accountable for learner outcomes through high-quality behaviour analytic assessment, programme design, and progress monitoring within the assigned class.

The role focuses on ensuring programmes are effective, evidence-based, and implemented with fidelity, working in partnership with the Class Lead, who holds operational class leadership, and in collaboration as part of a transdisciplinary team. The Behaviour Analyst provides technical coaching and guidance to staff to improve practice and outcomes.

Key accountabilities

- Accountable for behaviour analytic assessment, planning and programme integrity for learners in the class.
- Accountable for progress monitoring, data analysis and timely programme adjustments.
- Accountable for behaviour support planning and risk reduction strategies aligned to learner needs.
- Accountable for technical coaching and competency development of staff in behaviour analytic practice (in partnership with the Class Lead).
- Accountable for contributing to transdisciplinary planning so Behaviour Analysis strategies are embedded in daily delivery.
- Accountable for professional standards, documentation quality, and safeguarding responsibilities.

Roles and responsibilities

Main responsibilities

- Delivery / practice: Implement and oversee behaviour support plans and teaching programmes; model strategies; support staff to apply plans consistently.
- Outcomes / planning: Lead assessments (for example: VB-MAPP/ABLLS-R where used); set targets/IEP contributions; analyse data and adjust programmes.
- Collaboration / transdisciplinary working: Work with Teacher/Therapist to align plans; ensure strategies are integrated and coherent; support families as appropriate.
- Leadership / supervision: Provide technical supervision, training and feedback; contribute to competency checks/IOAs and staff development.

- Quality assurance / documentation: Maintain accurate records, reports, and data systems; contribute to reviews and reporting cycles.
- Safeguarding / compliance: Contribute to risk assessment and safeguarding processes; escalate concerns.

Decision-making authority

- Can make programme and behaviour support plan decisions within professional scope.
- Can require immediate fidelity corrections where learner safety or progress is at risk; escalates resourcing and operational barriers via Class Lead.

Training, development and progression criteria

- Maintain CPD and professional development (including certification route where relevant).
- Progression criteria: sustained learner progress, high programme fidelity, strong technical coaching impact, quality documentation, positive collaboration.
- Progression route: Senior BA responsibilities and/or Class Lead pathway (where appropriate).

Person specification

	Essential	Desirable
Education and qualifications	• Master-level education or equivalent relevant qualification	• BCBA / BCaBA or equivalent progress towards certification
Knowledge, experience and technical skills	• Ability to design, monitor and adjust programmes • Strong data and analytical skills • Strong experience in behaviour analytic practice within an autism / SEND setting	• Experience supporting staff development and programme fidelity. • Experience of multidisciplinary working
Personal attributes	• Strong communication and coaching skills	
Other requirements	• Enhanced DBS • Compliance with organisational policies • Attendance at mandatory training	

What we can offer you

You can find a very rewarding career with BeyondAutism. As well as being part of a team delivering life-changing services, we offer multiple and generous benefits to employees.



Pension scheme *

We offer a competitive pension scheme via salary exchange of 3, 4 or 5% and match your contribution.



Hybrid and flexible working

Charity staff have the option of hybrid and flexible working. To be agreed with HR and the department head.



Season ticket loan *

We can loan you the cost of your season ticket, repaid through monthly salary deductions for the period of the season ticket or less. Maximum period 12 months. Maximum loan £5000.



Bicycle loan *

We can loan you the cost of purchasing a bike for the purpose of cycling to work, repayable over a period of 12 months or less.



Continuing Professional Development (CPD)

Further education opportunities including Masters, RBTs, diplomas and certificates; and opportunities for membership for relevant professional bodies.



Professional Membership fees

Reimbursement of the cost of annual professional membership fee where continued membership registration is a requirement of your role.



Onsite counsellor

One counsellor working across our sites offering confidential 1:1 counselling sessions.



Perkbox

Access to an online perk scheme which gives you your pick of over 200 great discounts and freebies such as a free monthly hot drink from Cafe Nero, discounts on high street shopping and great price cinema tickets.



Employee Assistance Programme

Free access to a 24/7 confidential counselling support, including opportunity for face-to-face support.



Employee Referral Programme

Generous £400 thank you payment when you refer somebody into one of our open vacancies.



Eye care vouchers

Vouchers to cover the cost of an annual eye examination and single-vision spectacles, if needed.

Benefits marked with (*) are contractual benefits open to staff who have been in post for three months or more.

Job information

SALARY SCALE:	£33,950 - £43,330
CONTRACT TYPE:	Full time or part time, term-time only
HOURS:	37.5 hours, Monday to Friday 8:30am to 5:00pm, with one hour lunch break. There is an expectation to attend governance and committee meetings as required. Occasional evening meetings or events outside normal working hours may also be necessary.
HOLIDAYS:	This is a term-time only role. Annual leave is incorporated into the salary and must be taken during school holiday periods. The role is not entitled to take leave during term time, unless in exceptional circumstances and with prior agreement.
LINE MANAGER:	Class Lead
LOCATION(S):	**Park House School**, 48 North Side Wandsworth Common, London, SW18 2SL **Tram House School**, 520 Garratt Lane, London, SW17 0NY **Tram House Sixth Form**, 140 Woking Close, London, SW15 5LD **BeyondAutism Post-19**, 14 Enterprise Way, London, SW18 1FZ
PROBATIONARY PERIOD:	Six months
CLOSING DATE:	9 January 2027
HOW TO APPLY:	Please send your CV and covering letter to **recruitment@beyondautism.org.uk**.

BeyondAutism is proud to be an equal opportunity workplace. We are committed to equal employment opportunity regardless of ethnicity, religion, sex, sexual orientation, age, marital status, disability or gender identity.

BeyondAutism is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment. An enhanced disclosure will be conducted for the successful applicant.