



Now hiring: Supervised Behaviour Therapist (SBT) and/or Supervised Communication Therapist (SCT)

About us

We're **Pearl Inspirations** – an interdisciplinary team powered by science, heart, and a dash of sparkle. Founded by a **dually certified SLP-BCBA (RBA) unicorn**, we believe in blending evidence-based practice with creativity and compassion to help every child find their voice.

Pearl Inspirations is currently seeking a **Supervised Therapist** to expand services and work collaboratively in an interdisciplinary setting.

Benefits of joining our team

- **Flexibility and balance**
 - Caseloads are designed with work-life balance, and your clinical strengths in mind. Your caseload will be thoughtfully matched to your strengths, interests, and learning goals.
 - Supportive leadership, values-first decision making, and a workplace culture that understands your health & wellness come first - because caring for others starts with caring for yourself.
- **Training, mentorship, and growth**
 - You'll receive high-quality supervision and mentorship from experienced clinicians.
 - Flexible caseloads with opportunities for supervised therapists to be cross-trained as a supervised therapist for both ABA and SLP services.
- **Meaningful, family-centered work**
 - You'll work directly with children and families, celebrating every skill gained, every brave attempt, and every meaningful connection.
- **Evidence-based practice with heart**
 - We value data, structure, and clinical integrity - while keeping sessions playful, engaging, and child-centered. Therapy should feel safe, joyful, and purposeful.
- **Collaborative, interprofessional environment**
 - Work alongside speech-language pathologists, behaviour analysts, educators, and families in a truly team-based model of care.



Responsibilities Include

- Implement **individualized therapy and skill-building programs** under the supervision of an SLP and/or RBA (BCBA)
- Support goals related to communication, AAC use, play skills, learning readiness, self-regulation, independent living, and behaviour
 - **Implement behaviour support plans**, including prevention strategies, skill teaching, and reinforcement-based interventions
 - **Support toileting programs**, including scheduled bathroom routines, prompting, reinforcement, and data collection, in accordance with individualized plans and family preferences
 - **Respond calmly and professionally to problem behaviour** (e.g., elopement, aggression, self-injury, property destruction, task refusal), using trained, individualized strategies while maintaining learner dignity and safety
- Deliver **play-based, evidence-informed intervention** in a way that is engaging, compassionate, and developmentally appropriate
 - Lift, carry, and reposition up to 40 lbs as required to support children safely
 - Sessions may include sitting on the floor, kneeling, squatting, bending, and standing for extended periods during play-based sessions
 - Engage in active play, movement-based learning, and transitions between activities
 - Ability to respond quickly to ensure learner safety during sessions
- Collect accurate session data and contribute to progress monitoring
- Participate in training, supervision, and ongoing learning or professional development
- Collaborate with families and team members to support consistency and carryover
- Follow ethical guidelines, clinical protocols, and individualized care plans
- Maintain clear, organized documentation in accordance with clinic standards
- Build warm, respectful relationships with learners and families
- Bring creativity, flexibility, and curiosity into each session (sparkle encouraged 🦄)
- Some evening and/or weekend hours may be required, depending on caseload assignments.

Qualifications

- Diploma or degree as a **Communication Disorders Assistant (CDA), Autism and Behavioural Science, Developmental Services Worker**, or related field



- Interest in or eligibility for **RBT-equivalent training** (training and supervision provided). Must pass RBT Competency Assessment by end of probation period.
- Experience or strong interest in working with children and youth, including learners with developmental disabilities, acquired brain injury, learning differences, and AAC users
- Willingness to learn and apply behavioural principles within a supervised scope
- Commitment to evidence-based practice and ethical service delivery
- Strong communication, organization, and teamwork skills
- A warm, playful, and respectful approach to working with children
- Comfortable working in a busy, sensory-rich environment with varying noise levels
- Valid driver's license and access to a vehicle
- Completion of a satisfactory Police Vulnerable Sector Check (must provide updated VSC annually or bi-annually)
- Bonus: Experience with AAC systems, data collection, or interprofessional teams

Compensation & Growth Pathway

- Pay grid: \$25-35/hour
 - Competitive hourly compensation based on experience, training, and role responsibilities
- **One-year, part-time contract** with option for permanent part-time position based on annual performance review
- Full time hours available
- Clear growth opportunities into advanced supervised therapy and ABA implementation roles
- Comprehensive employee benefits planned for 2026 (must maintain minimum average of 20 hours per week).

If interested in joining our team please send your resume and cover letter to joinourteam@pearlinspirations.ca

Successful applicants will be contacted for an interview at our earliest convenience.

At Pearl Inspirations, we believe everyone deserves to shine.

We're an inclusive, compassionate, and evidence-based practice dedicated to supporting the wellness, independence and communication growth of children and youth in our community. Through education, empowerment, and collaboration, we work alongside caregivers and professionals to create lasting, meaningful change.



We are committed to fostering a welcoming, accessible, and equitable recruitment process. If you require any accommodation or support in accordance with the Ontario Human Rights Code or the Accessibility for Ontarians with Disabilities Act (AODA), please let us know how we can best assist you during your application process - or contact us directly at joinourteam@pearlinspirations.ca.

At Pearl Inspirations, we value fairness and transparency in every part of our hiring process. While various platforms may use some AI tools to help organize and screen applications, every qualified résumé is personally reviewed by our team, and all interviews and hiring decisions are made by people, not automated systems or algorithms.