

Apostolic Christian LifePoints

Job Description

Position:	Behavior Development Technician/Registered Behavior Technician
Facility:	Timber Ridge/ OE/LE/CILA
Department:	Training and Behavior Support
Reports to:	Behavior Support Director or Board Certified Behavior Analyst
Supervises:	None

Scope of Position: The primary purpose of your job position is to assist the organizing, and implementing of behavior acquisition and behavior reduction goals and strategies for residents with a behavior support plan, as directed by the behavior support director or board certified behavior Analyst (BCBA).

Qualifications:

1. Ability to read, write and speak the English language
2. Must be a minimum of 18 years of age and of good moral character
3. Bachelor's degree or currently completing course work in psychology or special education, or graduate student in applied behavior analysis or special education preferred
4. Previous experience working with individuals with developmental disabilities, preferred
5. Current Direct Support Person or Registered Behavior Technician preferred but will train qualified candidate

Core Expectations:

1. Have a positive, joyful attitude in working towards bringing out the best in others
2. Meet agency expectations for attendance, dress code, and working cooperatively with other employees
3. Follow safety requirements for agency and department
4. Respect rights and dignity of our adult residents
5. Implement behavior support programs with individual adults as assigned by BCBA or dementia care team
6. Ability to remain calm and focused during a behavior reduction incident
7. Will complete required trainings as assigned by BCBA for Registered Behavior Technician (RBT) certification and/or Direct Support Person within 4 months of hire (site specific).

Job Responsibilities:

1. Will assist, guide, and teach persons with intellectual and developmental disabilities receiving behavior support services.
2. Conduct formal observations, and collect data working under the supervision of the BCBA or Behavioral Support Supervisor
3. Will assist behavior support teams in organizing and scheduling staff trainings
4. Will model to staff the implementation of behavioral acquisition and support strategies as designed by BCBA and Interdisciplinary Team or dementia care team
5. Will assist BCBA with writing monthly summaries and updating graphs as requested

6. Facilitate and model positive social interactions with community members, visitors and other staff
7. Will perform quality work in an efficient manner; and work cooperatively with agency employees and teams, will reflect the values of the agency while working

Other Responsibilities:

1. Will complete Relias and other trainings associated with applied behavior analysis or dementia care
2. Support the vision, mission and agency values in working with residents, families, community partners, and other agency staff
3. Respect and follow all resident rights guidelines
4. Report any violations of resident rights to appropriate human rights staff
5. Maintain a positive, caring, person centered attitude to residents throughout the workday
6. Conduct yourself in a way that conveys an attitude of trust and dependability and respect with co-workers
7. Report for work every scheduled day, on time
8. Answer emails within 24 hrs of receiving (during regular work week schedule)
9. Participate in department meetings and maintain appropriate number of monthly in-service hours
10. Practice safe work habits and report all accidents/incidents to immediate supervisor as soon as they occur and complete required incident report
11. Maintain confidentiality of all resident information to assure resident rights are protected

Physical and Sensory Requirements:

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Must be able to bend, stoop, and move intermittently throughout workday
2. Must possess stamina to spend much of the workday standing or moving around
3. Must possess sight/hearing senses, or use prosthetics that will enable these senses to function adequately
4. Must possess emotional stability to work respectfully and harmoniously with clients and other staff
5. Must be able to use a computer, phone, etc. as required
6. Must be able to lift, push, pull, and move a minimum of 50 pounds

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Job Description Review

Position:	Behavior Development Technician
Facility:	Timber Ridge/OE/LE/CILA
Department:	Behavior Support
Reports to:	Area Behavior Support Director or BCBA
Supervises:	None

I have read or have had this job description read to me and I fully understand the job description, its requirements, and that I am expected to complete all duties as assigned. I understand that the job duties may be altered from these duties. I have noted below any accommodations that are required to enable me to perform these duties.

I understand that in this position I will be exposed to body fluids which may be infectious. I understand that the facility will make available to me, free of charge, the Hepatitis B vaccination. I also understand that the facility will follow any other laws regarding testing of residents if I am potentially exposed to blood.

I further understand that my employment is at-will and thereby understand that my employment may be terminated at-will by the facility or myself, and that such termination must be made in accordance with the Agency Personnel Policy.

Employee Name (Print): _____

Employee's Signature _____ Date _____

Supervisor's Signature _____ Date _____