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REGISTERED BEHAVIOR TECHNICIAN JOB DESCRIPTION

The behavior technician will provide verbal behavior and behavior reduction protocols based upon the principles of Applied Behavior Analysis to children with Autism and other developmental disabilities, in the home, community, and school settings. The behavior technician implements programs directed by the Board Certified Behavior Analyst.

Essential components of this position are listed below but are subject to change at the discretion of ABA Spectrum Therapy. This job description describes essential job functions, but does not provide an exhaustive list of duties that may be assigned.

QUALIFICATIONS:

1. High School Diploma
2. Registered Behavior Technician (RBT) or desire to work toward receiving your RBT with guidance provided by ABA Spectrum Therapy.
3. Two (2) years experience, preferred.
4. Acceptance of philosophy and goals of ABA Spectrum Therapy.

LINE OF AUTHORITY

Reports to the Board Certified Behavior Analyst/Case Supervisor.

RESPONSIBILITIES:

- Completes a BACB approved RBT course and keeps registration to the BACB current.
- Conduct skill acquisition and behavior reduction assessments under the supervision of the Behavior Analyst.
- Assists in the development of treatment plans.
- Facilitate communication and collaboration between all members of the client's team including staff, Behavior Analysts, parents, and outside health professionals.
- Facilitate day-to-day operations of the team by ensuring that all necessary paperwork, materials, scheduling, and documentation are up to date.
- Update & maintain data collection systems & disseminate information to team.
- Provide direct client care in 1:1 and group settings utilizing a combination of intensive teaching and natural environment training arrangements.
- Follow the prescribed behavioral skill acquisition and behavior reduction protocols.
- Follow and record data for prescribed toilet training protocols.
- Collect, record, and summarize data on observable client behavior.

- Conduct parent and caregiver training in line with client's individualized treatment and behavior reduction protocols.
- Effectively communicate with parents and caregivers regarding client progress as instructed by the Board Certified Behavior Analyst.
- Maintain client confidentiality.
- Utilize safe and appropriate handling and guidance procedures when working with working with clients.
- Maintain a clean, safe, and organized work and therapy environment.
- Collaborate with treatment team including client, parents and caregivers, outside professionals, Lead Behavioral Technician, ABA Interns, and co-workers.
- Maintain and acquire technical knowledge by attending required trainings.
- Maintains CPR certification.

KNOWLEDGE/SKILLS/ABILITIES:

- Accepts constructive feedback & develop knowledge & skills accordingly.
- Effective time management skills and ability to manage multiple tasks at one time.
- Excellent written and verbal communication skills
- Ability to develop and maintain professional relationships with clients, co-workers, supervisors, and community members.
- Ability to adhere to organizational policies and procedures and abide by code of ethics as indicated by the Behavior Analyst Certification Board
- Commitment to maintain client confidentiality and adhere to HIPPA laws.
- Commitment to ongoing training and development as it relates to clinical skills, professional development, ethics, and technology, and training in order to perform job responsibilities to required standard.
- Ability to interpret and implement clinical protocols and written.
- Must maintain a professional appearance with regard to clothing, grooming, hair, and make-up.

BASIC & PHYSICAL REQUIREMENTS:

- Must be able to lift 50 pounds
- Must be able to lift and carry clients with adaptive equipment.
- Must be able to assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, standing) for extended periods of time.
- Must be able to sit on the floor or stand for extended periods of time.
- Must be willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan in the course of working with children with challenging behavior.
- Must have manual dexterity to perform specific computer and electronic device functions for data collection.
- Must be physically present at the assigned job location, which may include home, school, and community placements.
- Must be able to receive detailed information through oral communication.
- Must have visual acuity to read and comprehend written communication through computer, electronic devices, and paper means.

- Must have reliable transportation and be willing and able to travel between different job sites within the Greater Austin Area.
- Must have a valid Texas Driver's License & insurance in good standing.

EXPERIENCE:

- Required: At least 12 months performance as a Behavior Technician with an ABA provider.
- Preferred: 2 years experience as a Behavior Technician, experience with Verbal Behavior and Natural Environment Training.

EDUCATION:

- Required: High school diploma and preferred bachelor's degree in Education, Psychology, Applied Behavior Analysis or related field.
- Preferred: Coursework in Applied Behavior Analysis and interest in pursuing certification in the field of ABA.

JOB RELATIONSHIP:

- Employment Supervisor: Executive Director
- Clinical Supervisor: Behavior Analyst

RELATED TRAINING:

- Responsible for completing and maintain all required certifications and trainings once employed including, but not limited to: CPR, RBT trainings and other company in-services and trainings as directed by executive director of ABA Spectrum Therapy.

BENEFITS OF WORKING WITH ABA SPECTRUM THERAPY:

- Competitive compensation based upon experience and opportunities for pay increases/bonuses based upon performance
- Paid BCBA and BCaBA Supervision provided
- Paid Registered Behavior Technician (RBT) supervision provided