

Behavior Technician

Chileda's mission is to improve the quality of life for individuals with cognitive and behavioral challenges. Chileda's goal is to help students increase their appropriate social behaviors and develop independent living skills through an enriched learning environment and individualized behavior programming. Chileda's population includes children and young adults with special needs, including Autism, Attachment Challenges, related developmental delays, and intensive behavioral needs.

CLASSIFICATION:
NON-EXEMPT

WORKERS SUPERVISED:
NONE

VALUES:

SAFETY
COMPASSION
LEARNING
COLLABORATION
RESPECT

SUMMARY: The Behavior Technician will work directly with children in their homes teaching life skills, activities of daily living (ADLs), social and communication skills, and verbal behavior interventions. The Behavior Technician will implement the Behavior Support Plan (BSP), treatment plan goals, and any crisis plans developed by the team. The treatment is individualized to meet the child's needs and used to decrease problem and aggressive behaviors and promote skill acquisition.

REQUIRED EDUCATION & EXPERIENCE:

- Must possess a high school diploma or equivalent
- Must be at least 18 years old
- Prefer a minimum of two years of experience working with individuals with Autism and other complex care needs.
- Must possess excellent communication and time management

skills.

- Ability to develop and maintain healthy relationships with clients, supervisors, and colleagues.
- Experience working with individuals with developmental disabilities is preferred.
- Experience working independently with individuals in a home/school setting is preferred.
- Must have a valid driver's license, an insured vehicle, and the ability to independently get to multiple sites throughout the surrounding counties.

GENERAL HOURS OF DUTY: Flexible hours, Monday through Friday and some weekends. Hours will vary depending on the needs of the family. Hours may include early mornings or late nights.

REPORTS TO: Behavior Solutions Manager

JOB DUTIES:

- Under the supervision of the Behavior Solutions Manager, Behavior Analyst, or Behavior Consultant, implement behavior and treatment plans with clients to ensure treatment integrity.
- Follow procedures outlined in the crisis plan when needed.
- Be familiar with and demonstrate proficiency in prompting, modeling, positive reinforcement, visual schedules, discrete trial training, differential reinforcement, and functional communication training.
- Be familiar with and abide by the RBT® and BCBA Ethics Code

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- Communicate with clients and parents, demonstrating respect, collaboration, compassion, learning, and safety.
- Communicate progress with parents/caregivers using non-technical language.
- Arrive on time to sessions with outlined materials and data collection tools.
- Use a Trauma-Informed Approach by communicating with and about clients respectfully, positively, and age-appropriately while consistently using a therapeutic tone even in high-stress situations.
- Encourage clients' individuality by allowing self-expression and providing opportunities to make choices throughout the session.
- Maintain client confidentiality.
- Complete necessary documentation including completion of treatment plan goals, behavior data, session notes, and incident reports within 24 hours of each session.
- Demonstrate patience when students are experiencing challenging times.
- As a mandated reporter, report any witnessed or reported concerns of abuse or neglect.
- During times of crisis, demonstrate the ability to problem solve and make appropriate decisions.
- Maintain a professional appearance with regard to clothing, grooming, hair and make-up.
- Complete all trainings within the designated time frame.
- All other job duties as assigned.

PHYSICAL DEMANDS: The physical demands described here represent those that an employee must meet to perform the Job Duties of this position successfully. While performing the duties of this job, there is frequent physical interaction with students in fulfilling self-care, behavioral interventions, and educational and recreational programs. The position involves implementing all Nonviolent Physical Crisis Intervention (CPI) aspects, including blocking and grab releases. Must be able to talk and hear to communicate and exchange information with co-workers. Employees must be able to perform all essential functions without direct risk of harm to others or themselves. Please see the Essential Functions document for specific position physical demands.

WORK ENVIRONMENT: Work environments may include in the client's home and/or school. Time may be spent in the community as well.

DISCLAIMER: The statements of this Job Description are intended to describe the general nature of the work being performed and are not assumed to be a complete list of tasks. This Job Description does not establish a contract and is subject to change at Chileda's discretion at any time. Employment at Chileda is at will. Employment at-will means that Chileda may terminate or change your employment status at any time, with or without reason, and with or without notice.

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RECEIVED BY:

Employee Signature

Date

Employee Name (Please Print)

Supervisor Signature

Date

Supervisor Name (Please Print)