

BEHAVIOR THERAPIST

SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE



Education & Administrative Resources

Division:	Behavioral Health Services
Reports To:	Clinical Director of Behavioral Health Services
Group/FLSA Status:	Program Specialist / Non-Exempt
Revised:	4/5/2022

SUMMARY: *(Brief description summarizing the overall purpose and objectives of the position.)*

The Behavior Therapist (BT) practices under the close, ongoing supervision of a Board Certified Behavior Analyst (BCBA) and is responsible for the direct implementation of skill-acquisition and behavior reduction plans developed by the BCBA as well as assists the BCBA in implementation of behavior analytic interventions. The BT provides an appropriate, safe learning environment to clients enrolled in early intervention programs.

ESSENTIAL FUNCTIONS: *(Typical tasks but not all inclusive – major duties of the position.)*

- Interacts with clients according to their Individual Treatment (ITP) and/or Behavior Intervention Plan;
- Observes and intervenes to redirect inappropriate behavior;
- Implements skill acquisition teaching procedures such as discrete trial teaching, naturalistic teaching procedures, task analyzed chaining procedures;
- Implements contingencies of reinforcement, discrimination training, stimulus control transfer procedures, stimulus fading procedures, prompt and prompt fading procedures, generalization and maintenance procedures;
- Implements interventions based on modification of antecedents;
- Assists, monitors, and guides the client to complete tasks;
- Implements approved de-escalation and crisis/emergency procedures according to protocol;
- Assists individual clients as needed with skill development in dressing, eating, toileting, and other daily living skills;
- Observes and assists with parent coaching, data collection, and training and job shadowing as directed;
- Assists with individualized assessment procedures including functional assessment;
- Attends and demonstrates competency in trainings as developed by SWWC;
- Provides good public relations and customer service with staff, parents and the general public;
- Follows all policies and regulations;
- Regular and prompt attendance is essential;
- Performs other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES:

Possesses the following and/or is willing to pursue the following trainings:

- Ability to demonstrate basic use of Microsoft Office Programs and mobile device applications required for the position;
- Maintains confidentiality, including FERPA, HIPAA and HITECH policies;
- Ability to comply with applicable legal, regulatory and workplace reporting requirements;
- Ability to physically restrain a client with help of others if a client's behavior escalates to a potentially dangerous level;
- Ability to work with clients individually and work in small groups;
- Ability to evaluate every day, reoccurring basic assignments and problems;
- Ability to apply regular and repetitive procedures;
- Ability to read and interpret basic behavioral data and to make data-based adjustments to daily implementation of skill acquisition programs and behavior intervention procedures within the framework of those written procedures;
- Ability to communicate effectively and professionally orally, in writing and electronically via email and text;
- Ability to use modern office equipment, technology, and related software;
- Ability to establish and maintain effective working relationships with clients and SWWC staff;
- Ability to uphold the SWWC Professional Standards for Clinical Practice.

EDUCATION AND EXPERIENCE:

Must be a minimum of 18 years of age and possess one of the following:

1. Have a bachelor's degree or higher or be enrolled in a bachelor's degree program from an accredited college or university in behavioral or child development science or related field and have or be willing to obtain at least 1,000 hours of documented clinical experience in the evaluation and treatment of people with autism

spectrum disorder (ASD) or related disorders or equivalent documented coursework in the areas of ASD or related disorders diagnostics, treatment strategies, or child development.

2. Be enrolled in a graduate program at an accredited college or university in behavioral or child development science or related field and formally assigned by the college or university to an Early Intensive Developmental and Behavioral Intervention (EIDBI) provider agency for clinical training with people with ASD or related disorders and receiving clinical supervision from the agency's Qualified Supervising Professional (QSP).
3. Have an associate degree from an accredited college or university in behavioral or child development science or related field and at least 2,000 hours of clinical experience in the evaluation and treatment of people with ASD or related disorders.
4. Have at least 4,000 documented clinical experience in the evaluation and treatment of people with ASD or related disorders, which can include hours worked as a mental health behavioral aide, personal care assistant, or an EIDBI Level III provider.

LICENSES, CERTIFICATES, AND REGISTRATIONS:

Possesses the following and/or willing to obtain the following:

- Possess a minimum of a high school diploma or national equivalent
- A valid driver's license
- Board certification as a registered behavior technician, board certified assistant behavior analyst or board certified behavior analyst preferred, but not required.

SUPERVISION: (Level of supervision received and supervision exercised/size of group supervised.)

- Work is performed under the supervision of the Board Certified Behavior Analyst

WORKING CONDITIONS: (Physical/sensory requirements and environmental conditions.)

- Business travel may be required;
- Work may require long hours including early morning, evening, and weekend activities;
- Work is performed during the traditional school year and may include some additional days during the summer;
- This is medium work requiring the exertion of up to 40 pounds of force occasionally, and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body, and a negligible amount of force constantly to move objects; work requires stooping, reaching, standing, walking, fingering, grasping, and repetitive motions; vocal communication is required for expressing or exchanging ideas by means of the spoken word; hearing is required to perceive information through normal spoken word; visual acuity is required for preparing and analyzing written or computer data, inspections involving small defects and/or small parts, operation of machines, determining the accuracy and thoroughness of work, and observing general surroundings and activities; the worker is subject to inside and outside environmental conditions and may be exposed to blood borne pathogens.

The information contained in this job description is for compliance with the Americans with Disabilities Act (ADA) and is not an exhaustive list of the duties performed for this position. The individuals currently holding this position perform additional duties and additional duties may be assigned. The physical demands and work environment describe here are representative of those that must be met or will be encountered while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This job description does not constitute an employment agreement between SWWC and employee and is subject to change by SWWC as the needs and requirements of the position change.