

## BEHAVIOR TECHNICIAN (BT)

<b>Job Status:</b>	Part-Time and Full-Time	<b>Reports To:</b>	Behavior Analyst/ Behavior Consultant
<b>Pay:</b>	\$18 - \$26 hour; \$37K - \$48K year	<b>Date:</b>	Effective Immediately
<b>Hours:</b>	M-F; Occasional Saturday's (as desired); Flexible Hours		
<b>Qualification</b>	Must have a high school diploma or GED; Must have completed the Registered Behavior Technician (RBT) training and willing to obtain certification; Must have updated clearances, including child abuse, federal (FBI) and state criminal background check.		

### Company Information

Children's Universal Behavior Services (affectionately known as "CUBS") was founded in the Pocono Mountains to meet the growing need for comprehensive behavior services for children, their families, and educational institutions affected by autism and related disorders.

Our team has a distinct and effective approach to implementing behavior analytic services, grounded in the evidence-based practice of Applied Behavior Analysis (ABA). CUBS individualized behavior programs have a common goal - to encourage wellness, foster independence and inclusion, prepare for learning, and promote personal empowerment so that children and their families can **THRIVE**. By actively engaging with their communities, peers, and collaborative care providers, children are more likely to maximize their potential and quality of life.

CUBS operates a center in Shawnee on Delaware, Pennsylvania and serves children ages 0-13 in school, home, and community-based settings with exceptional therapeutic and habilitative treatments. Services also include parent training and consulting, as well as training for professionals who are involved in the treatment and education of children.

To apply online or for more information about CUBS, please visit [www.ChildrensUniversal.com](http://www.ChildrensUniversal.com).

### Position Summary

The Behavior Technician (BT) provides clinical skills instruction and behavior reduction protocols based upon the principles of ABA to children with Autism and related developmental disabilities in the center, home, community, and school settings. They collect data on programs, assist with parent training, and assist the Behavior Analyst, Lead BT, and Interns with clinical assessments as needed. The BT is responsible for implementing the duties of the Lead BT and Interns in the temporary absence of these team members. They must communicate effectively with his/her supervisor, as well as, with other members of a child's system of care (e.g., family, caregivers, and other professionals). Behavior Technicians will advocate for their client and find ways to maintain the client's dignity at all times. Additionally, they must maintain compliance with all legal, regulatory, and workplace reporting requirements (e.g., mandatory abuse and neglect reporting).

*Essential components of this position are listed below, but subject to change at the discretion of CUBS. This position description defines essential job functions, but does not provide an exhaustive list of duties that may be assigned. Specific duties and responsibilities will vary depending upon classification (Behavior Technician, Level 1 - 4).*

### **Duties & Responsibilities**

- 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.
- Assist with 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 Behavior Analyst.
- Utilize safe & appropriate handling procedures when working with clients.
- Maintain client confidentiality.
- Assist Lead Behavioral Technician, Behavior Analysts, and ABA Interns with skill acquisition and behavior reduction assessments.
- Assist Lead Behavioral Technician, Behavior Analysts, and ABA Interns in preparing client materials as instructed.
- Maintain a clean, safe, and organized work and therapy environment.
- Assume Lead Behavioral Technician responsibilities in their absence.
- Collaborate with treatment team including client, parents and caregivers, outside professionals, Lead BTs, Interns, and co-workers.
- Maintain and acquire technical knowledge by attending required trainings.
- Generate concise, objective session notes by describing what occurred during sessions, including other variables that might affect the client's behavior (e.g., illness, relocation, medication).
- Be receptive and responsive to constructive feedback.
- Maintain professional boundaries with clients by avoiding dual relationships, conflicts of interest, and abstaining from connecting with clients on social media.

### **Basic & Physical Requirements**

- Must be able to lift up to 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, center, and community placements.
- Must be able to receive and retain 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 a 30 mile radius from CUBS in Shawnee, PA.
- Must have a valid driver's license & auto insurance policy.

### Qualifications

- Must have a high school diploma or GED.
- Must have completed the Registered Behavior Technician (RBT) training and willing to obtain certification; or have the equivalent college coursework from an accredited university.
- Must have updated clearances, including child abuse, federal (FBI) and state criminal background check.
- Behavior Technician (Level 1-4): Determined by a Competency-based Skills Assessment.

### Experience

- Required: None.
- Preferred: Experience working with children ages 0-13 in a classroom or 1:1 setting; experience implementing the principles of ABA; and/or childcare experience.

### Education

- Required: High school diploma or GED.
- Preferred: Bachelor's or Master's degree in Psychology, Education, Applied Behavior Analysis, or related field; At least 6-months experience delivering ABA services.

### Reporting Relationship

- Employment Supervisor: Administrative Director.
- Clinical Supervisor: Behavior Consultant/Behavior Analyst.

### Related Training

- Responsible for completing and maintaining all required certifications and trainings once employed including, but not limited to: RBT training, CPR, First Aid, TACT 2, Clearances/Background Checks, and other company in-services and trainings as directed by employment supervisor.

### Benefits of Joining CUBS

- Part-Time and Full-Time positions available with flexible hours.
- Competency-based compensation: A clear path for advancement while maintaining the highest quality services.
- Six (6) paid holidays.
- Paid time off (PTO) for full-time employees.
- Professional development programs for BT to BCBA.
- BCBA Supervision hours towards certification.
- Employee Wellness Program.
- Language Stipend.

### Application Procedures

Submit a letter of interest, resume of relevant experience, and names and contact information for three (3) references via our website ([www.ChildrensUniversal.com](http://www.ChildrensUniversal.com)), under the Employment page. You are also welcome to fax, mail or deliver your application package and clearances to the address below. We are looking forward to connecting with you!

**Children's Universal Behavior Services**

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