

**Behavioral Specialist****Location:** Hamilton, NJ**Company:** Creative Change Counseling, Inc.**Pay:** \$25.00 - \$28.00 per hour**Job description:****Primary Purpose of Job:**

The Behavioral Specialist supports the implementation of BIPs, monitors behavioral data, and assists with staff training under the direction of the BCBA.

**Principle Duties & Responsibilities:**

1. Implement and model behavior support plans for individuals.
2. Collect and analyze behavior tracking data.
3. Assist with behavior assessments and updates.
4. Support crisis response and de-escalation as needed.
5. Provide ongoing coaching to DSPs in behavior strategies.
6. Participate in IDT meetings and clinical reviews.
7. Ensure plan fidelity and support staff understanding.
8. Communicate concerns to BCBA or Program Director promptly.
9. Document incident reports and behavioral observations.
10. Assist with plan revisions and fading strategies.
11. Engage with families to review support strategies.
12. Attend required training and continuing education.
13. Participate in emergency planning and behavioral drills.
14. May serve as trainer in behavioral methods (e.g., CPI, Safety-Care).
15. Ensure compliance with DDD regulations and ethical standards.

**Qualifications and Requirements:**

- Bachelor's degree in psychology, education, or related field (required)
- Minimum 1 year of experience supporting individuals with I/DD
- Valid NJ driver's license
- CPR and First Aid certification
- Trained in behavioral methodology (e.g., CPI, Safety-Care, UKERU) or willing to complete training
- Must pass background, Central Registry, and exclusion screenings
- Strong observation and communication skills

Reports To: BCBA, Program Director

Direct Reports: None

**Physical Requirements:** This position requires the ability to perform the following with or without reasonable accommodations:

- Frequent movement across various program areas to observe and assist participants
- Regular standing, walking, and occasional crouching or kneeling when modeling interventions
- Ability to support crisis situations, including non-restrictive physical assistance or de-escalation (if trained and authorized)
- Must be able to lift or support individuals up to 50 pounds during emergency or behavior-related incidents
- Ability to see and hear clearly for behavioral monitoring and environmental scanning
- Use of hands for note-taking, data collection, use of mobile devices/tablets
- May need to conduct sessions in community settings or transport participants, requiring safe vehicle operation

- Ability to remain calm, alert, and physically responsive under pressure
- Occasional exposure to aggression or high-intensity behavior

Disclaimer Statement: The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.

Job Type: Full-time

Benefits:

- 401(k)
- Dental insurance
- Flexible schedule
- Health insurance
- Paid time off
- Vision insurance

Education:

- Bachelor's (Required)

Experience:

- Intellectual and Developmental Disability: 1 year (Required)

Work Location: In person