

Youth Behavioral Specialist

Location: 3111 Route 38, Mount Laurel, NJ 08054

Company: Creative Change Counseling, Inc.

Pay: \$20.00 - \$23.00 per hour

Job description:

Company Overview:

Creative Change Counseling, Inc. (CCC) is a team of compassionate behavioral health professionals dedicated to supporting individuals experiencing emotional, behavioral, and mental health challenges. We utilize evidence-based practices to help clients achieve meaningful growth and improved quality of life.

Now Hiring: Youth Behavioral Support Specialists

This position is part of CCC's After School Respite (AAS) Program and provides direct behavioral and recreational support to youth with intellectual and developmental disabilities (IDD), primarily individuals diagnosed with Autism Spectrum Disorder.

Position Summary

The Youth Behavioral Support Specialist is responsible for ensuring the physical and emotional safety of participating youth while implementing individualized behavior support plans and facilitating structured, engaging activities. This role is ideal for individuals experienced in supporting youth who may exhibit challenging behaviors and who are committed to creating a positive, inclusive, and supportive environment.

Key Responsibilities

- Supervise and actively engage youth in 1:2, 1:3, or small-group settings during after-school programming
- Implement individualized behavior support plans under the guidance of supervisors and clinical staff

- De-escalate and manage challenging behaviors using trauma-informed, non-restrictive techniques
- Plan and facilitate recreational, sensory-based, and enrichment activities that are age-appropriate and inclusive
- Promote social interaction, communication, and cooperative play among participants
- Assist youth with activities of daily living (e.g., toileting, hygiene, snack routines) as needed
- Maintain a safe, structured environment by reinforcing routines, expectations, and positive behavior supports
- Provide transportation from schools or designated locations to the respite program, when assigned
- Complete accurate and timely documentation, including attendance records, incident reports, and behavior tracking logs
- Communicate professionally with caregivers, team members, and supervisors
- Utilize visual schedules, social stories, and other supportive tools to enhance predictability and independence
- Keep program spaces clean, organized, and well-stocked with activity materials
- Participate in staff trainings, team meetings, and required professional development
- Maintain confidentiality and adhere to HIPAA and all agency policies
- Demonstrate a commitment to equity, inclusion, and cultural responsiveness
- Support Open Play programming and assist with Kids Gym and/or Teen Center operations as needed

Qualifications & Requirements

- High school diploma or equivalent (required); associate or bachelor's degree in a related field (preferred)
- Minimum of 2 years' experience working with children or adolescents with IDD, preferably autism

- Valid New Jersey driver's license and reliable transportation (required for transportation duties)
- CPR and First Aid certification (or willingness to obtain upon hire)
- Strong interpersonal, emotional regulation, and problem-solving skills
- Ability to engage youth meaningfully and respond to behavioral challenges with empathy and professionalism

Physical Requirements

- Ability to remain physically active throughout a 4-hour shift (standing, walking, bending, kneeling)
- Ability to lift and/or assist youth weighing up to 50 pounds for mobility or transfers, as needed
- Ability to participate in physical play and recreational activities
- Ability to drive a program vehicle and safely assist youth during transportation duties
- Ability to respond quickly to emergencies or behavioral escalations
- May be exposed to disruptive or aggressive behaviors

Disclaimer

This job description reflects the general nature and level of work performed and is not intended to be an exhaustive list of all duties, responsibilities, or qualifications.

If you are passionate about making a meaningful difference in the lives of youth facing behavioral and developmental challenges, we encourage you to apply and join the dedicated team at Creative Change Counseling, Inc.

Job Types: Part-time, Per diem

Work Location: In person