

Job Summary:

The job of Behavior Intervention Specialist was established for the purpose/s of providing assistance to and supervision to Behavior Intervention Assistants serving children with intensive behavioral intervention services using the principles of applied behavior analysis; providing support to staff as they work with children with various developmental disabilities, mental health diagnoses, and severe behavior problems; and communicating effectively with families and all contracted entities to enhance the delivery of intensive behavioral intervention service programs for children. Must be able to work a flexible schedule in order to meet the needs of the children; evening and some weekend work may be required.

Essential Functions:

- ▶ Adheres to safe, clean practices for the purpose of maintaining a sanitary environment for students, family members, and other members of the behavior intervention services team.
- ▶ Assesses present developmental levels in critical domain areas for the purpose of developing and implementing intensive behavior intervention services.
- ▶ Assists the Behavior Intervention Assistants to implement intensive behavioral services as they work with children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- ▶ Assists Behavior Intervention Assistants to collect/document/write data, related reports, and child records for the purpose of ongoing intensive behavioral service planning and review.
- ▶ Assists Behavior Intervention Assistants to communicate with children, family members, school staff and agency personnel for the purpose of sharing information pertaining to intensive behavioral intervention services.
- ▶ Assists Behavior Intervention Assistants, family members, school staff, Behavioral Services staff, and agency personnel for the purpose of implementing intensive behavioral intervention strategies to follow a specified behavior intervention plan.
- ▶ Assists Behavior Intervention Assistants, family members and school staff for the purpose of implementing instructional strategies to instruct children.
- ▶ Assists Behavior Intervention Assistants, family member, school staff, Behavioral Services staff, and agency personnel for the purpose of implementing instructional strategies to instruct children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- ▶ Coordinates services with the Central Valley Regional Center (CVRC), Tulare County Mental Health (TCMH), school districts, and various insurance providers as needed for the purpose of implementing intensive behavior intervention services as a cohesive team.
- ▶ Counsels/Consults with parents and behavior intervention team staff in collection/documentation and writing data related reports for the purpose of on-going intensive behavior intervention services planning and review.
- ▶ Communicates with students, family members, support staff, and other agency personnel for the purpose of sharing information pertaining to intensive behavior intervention services.
- ▶ Conducts Functional Behavior Assessments (FBA) and/or Functional Analysis Assessments (FAA) for children in home, school, and/or community setting for the purpose of promoting successful implementation of the BIP.
- ▶ Conducts staff development and behavioral training to parents and behavioral services staff for the purpose of developing expertise in training recipients in the essential skill areas of various mental health diagnoses, developmental disabilities, and severe behavior problems.
- ▶ Develops, evaluates, and modifies behavioral treatment plans and/or IEP goals for a caseload of students with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- ▶ Generates and maintains reports and appropriate student records for the purpose of monitoring the progress of intensive behavior intervention services in various settings.
- ▶ Maintains a productive daily schedule for the purpose of completing reports, instructional activities, and other duties.
- ▶ Participates/Functions as a positive team member for the purpose of enhancing/sharing knowledge and skills for delivering best practices.
- ▶ Participates in the development, implementation and evaluation of behavior intervention plans in a variety of settings for the purpose of delivering effective programs to children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- ▶ Provides behavioral counseling/consultation and intensive behavioral intervention services to family members and other members of the behavior intervention services team as they work with children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- ▶ Receives referrals and background information for the purpose of assessing and implementing appropriate intensive behavior intervention services in various settings.

Skills, Knowledge and/or Abilities Required:

- ▶ **Skills to:**
 - supervise the delivery of intensive behavior intervention services;
 - write effective annual and/or quarterly reports;
 - conduct effective training in the area of applied behavior analysis (ABA) and/or intensive behavioral intervention;
 - collect and interpret relevant data regarding the implementation of intensive behavior service delivery;
 - read notes, memos, and reports of a moderately complex nature;
 - write notes, memos, and reports of a moderately complex nature;
 - effectively interact with students, family members, district personnel, CVRC personnel, TCMH personnel and insurance provider personnel;
 - structure time effectively;
 - assist with the maintenance of student's files and the retrieval of pertinent information;
 - recognize and follow procedures when disruptive, abusive, or dangerous behavior occurs;
- ▶ **Knowledge of:**
 - applied behavior analysis and intensive behavior intervention strategies;
 - behavioral counseling/consultation strategies;
 - effective supervision techniques;
 - effective training techniques;
 - various mental health diagnoses, developmental disabilities, and severe behavior problems;
 - non-violent verbal and physical crisis intervention techniques;
 - proper English grammar, punctuation and sentence structure;
 - first-aid skills;
- ▶ **Ability to:**
 - understand and address the needs of students with various mental health diagnoses, developmental disabilities, and severe behavior problems;
 - conduct training sessions for parents, staff, and other professionals and agency personnel;
 - conduct FBAs/FAAs, generate quality reports, and oversee the implementation of behavior intervention plans;
 - communicate both orally, and in writing with family members, district personnel, CVRC personnel, TCMH personnel;
 - communicate effectively with insurance providers for the purpose of effectively carrying out intensive behavior intervention programs;
 - conduct weekly on-site visits, participate in agency trainings and meetings in a variety of settings;
 - understand and carry out oral and written instructions;
 - maintain confidentiality of student's records and communications;
 - adhere to schedules and deadlines;
 - read, interpret, and apply rules, regulations, and policies;
 - rapidly learn from training methods, techniques, and develop materials to be used in instruction and in intensive behavioral intervention.

Responsibilities include: working independently under broad organizational guidelines to achieve unit objectives; managing a department; and supervising the use of funds. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is some opportunity to impact the Organization's services. The usual and customary methods of performing the job's functions require the following physical demands: significant lifting, carrying, pushing, and/or pulling; some climbing and balancing; frequent stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally the job requires 34% sitting, 33% walking, and 33% standing. The job is performed under minimal temperature variations and in a generally clean and healthy environment; however, the conditions may sometimes be unsanitary in locations visited by the program.

Experience Required:

- ▶ Two years of supervisory level experience providing direct services to students with various developmental disabilities, mental health diagnoses, and/or severe behavior problems in a home-based, center-based, educational, or social services setting.

Education Required:

- ▶ Master's degree required with an emphasis in applied behavior analysis, psychology, special education, child development, or a related field.
- ▶ Board Certified Behavior Analyst (BCBA) preferred.
- ▶ Pupil Personnel Services credential is desirable.
- ▶ Candidate must be enrolled in a program to complete the requirements for BCBA certification;

Certificates, Licenses, Clearances, Testing and/or Bonding Required:

- ▶ Board Certified Behavior Analyst (BCBA) certification eligible.
- ▶ Valid California driver's license and proof of automobile insurance.
- ▶ Department of Justice and FBI Fingerprint Response.

Other Specialized Requirements:

- ▶ Willingness to obtain and then maintain BCBA certification.
- ▶ Willingness to obtain additional training in areas related to job function, knowledge and/or abilities.
- ▶ Must be able to use own vehicle to travel to various locations within Tulare County.

Training will be provided to staff in the following areas:

- advanced applied behavioral analysis;
- advanced behavioral counseling/consultation;
- identification and management of various mental health diagnoses, developmental disabilities, and severe behavior problems;
- non-violent verbal and physical intervention strategies.

FLSA Status: Exempt

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This organization is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, creed, age, gender or disability. Inquiries regarding compliance procedures may be directed to our personnel office.

This organization complies with the Americans with Disabilities Act. Persons with a disability who may need some accommodation in the hiring process should contact our personnel office.

This organization is a Drug and Tobacco - Free Workplace

This organization requires a successful candidate to provide it with employment eligibility and verification of a legal right to work in the United States in compliance with the Immigration Reform and Control Act.