

**Job Title:** Registered Behavior Technician (RBT)

**Reporting To:** BCBA (Board Certified Behavior Analyst)

**Pay:** Based on experience

**Hours:** Part Time 10-30/week

**Location:** Durango, CO. and surrounding communities.

**Summary:**

Registered Behavior Technicians are professionals who have completed a minimum of a 40-hour intensive theory training in Applied Behavior Analysis (ABA), have successfully passed a competency assessment administered by a Board Certified Behavior Analyst (BCBA), and received a passing score on the Registered Behavior Technician exam through the Behavior Analyst Certification Board (**or these qualifications will be completed in the first 3 months of employment**). RBTs provide behavioral services for children with autism and other intellectual and developmental disabilities by implementing Applied Behavior Analysis methodologies. RBTs will be supervised by a BCBA and engage in behavior analytic professional development activities. RBTs are responsible for the direct implementation of skill-acquisition and behavior-reduction plans developed by the BCBA. RBTs also collect data and conduct certain types of assessments (e.g., stimulus preference assessments) under the supervision of a BCBA. The RBT is not responsible for developing interventions, conducting in-depth assessments, or developing skill acquisition or behavior reduction plans. It is the responsibility of the designated BCBA supervisor to determine which tasks a RBT may perform as a function of his or her training, experience, and competence.

**Knowledge of:**

- Basic behavior analytic strategies.
- Ethics, laws, and regulations of acceptable behavior interventions.
- Developmental processes of children and adolescents.
- Technology, such as Microsoft Word, Excel, and Google platforms for email and file storage.
- Correct English grammar, punctuation, and spelling.

**Skills and Abilities to:**

- Assess situations and make proper judgments.
- Interpersonal skills to work with clients, parents, and families.
- Understand behavioral situations and react accordingly in an ethical manner.
- Objectively analyze crisis situations.
- Respond quickly to emergency situations.
- Communicate effectively .
- Perform general clerical duties including maintain accurate client records and preparing clear and concise reports.
- Communicate effectively in both oral and written form with a diverse group of clients, parents/caregivers, school personnel, and other agency staff.
- Use a computer and behavioral software to collect data, prepare documents and maintain client records.
- Work independently and make decisions within the framework of established guidelines.
- Follow guidance from senior level staff to enhance own professional development.
- Work with a diverse team of professionals in a respectful manner.
- Time management skills.
- Organizational Skills.
- Proficiency in ABA teaching methodologies such as Errorless Learning, First Trial Data and Discrete Trial Training during direct intervention preferred.

**Duties:** Job duties include the following although other duties may be assigned.

- Provide direct behavioral services to clients in individual and group sessions.
- Run skill acquisition programming developed by BCBAs with clients.
- Maintain clients' treatment books and communicate with the BCBA when targets need to be updated.
- Work with Board Certified Behavior Analysts and/or Board Certified Assistant Behavior Analysts to implement individualized treatment plans.
- Collect data and graph data as instructed.
- Maintain respect for all clients.
- Maintain and protect the well-being and dignity of all clients during treatment sessions and when emergency crisis situations arise.
- Maintains a professional demeanor with clients, parents, and other professionals in the field.
- Provides information by answering questions and requests.
- Provides in-home, community, and school behavioral support.
- Maintains client records and confidentiality for all clients according to Health Insurance Portability Accountability Act (HIPAA) and other privacy laws.
- Provides parents with training and support.

- Attends agency social or community events.
- Attends staff development trainings.
- Check emails and scheduling software daily.
- Renders sessions in a timely manner.
- Promotes evidence based treatments.
- Keeps programs up-to-date and data sheets that reflect measurable data and progress on goals.
- Maintains certificates and licenses.
- Performs other related duties as assigned.

**Qualifications:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made.

**Language Ability:**

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of the organization.

**Computer Skills:**

To perform this job successfully, an individual should have knowledge of Microsoft Word, Microsoft Excel, Google G-Suite programs, and knowledge of or ability to be trained to use CentralReach.

**Education/Experience:**

High school diploma or general education degree (GED); and one year related experience and/or training; or equivalent combination of education and experience.

**Certificates and Licenses:**

- Valid driver's license
- Proof of insurance
- CPR/BLS certification
- Registered Behavior Technician Preferred, must be acquired within 3 months of hire

**Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable employees to perform the essential functions.

While performing the duties of this job, the employee is regularly required to walk, run, sit and stand, see and hear, use their hands to present materials and prompt clients, and may be required to lift or aid in lifting clients.

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to outdoor weather conditions, human bites or scratches, and maladaptive or aggressive behaviors. The job requires driving between appointments.