



## Behavior Therapist

*Last updated February 1, 2022*

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|--------------------------|--------------------------------------|
| <b>Reports to</b>        | BCBA                                 |
| <b>Supervises</b>        | -----                                |
| <b>Employment Status</b> | Full Time Calendar Year 35-40 hrs/wk |

### Job Summary

The Behavior Therapist (BT) will provide skills training based upon the principles of Applied Behavior Analysis to children with Autism and related developmental disabilities in the home, community, and school settings. The BT will address specific skills based upon the individual treatment plan (ITP) that is created. The BT will collect data on treatment goals, assist with parent training and in the classroom with skills training as well as assist the Director of Clinical Services with clinical assessments as needed. When the BT is not providing IBI Services they may fill their time as on special projects or helping out in the school.

### Essential Job Functions

#### Behavior Department

- Learn, understand and integrate our AOWL's philosophy and behavior management style.
- Provide direct instruction in 1:1 and group settings utilizing a combination of intensive and natural environment training arrangements using the principles of Applied Behavior Analysis.
- Create and address ITP objectives using procedures approved by the Director of Therapy Services.
- Utilize positive reinforcement and antecedent modification to increase appropriate behaviors over time.
- Manage disruptive behaviors that occur. Through the implementation of Behavior Intervention Plans (BIPs) and consultation with our Director of Therapy Services.
- Facilitate interactions with peers, teachers and families.
- Employees must possess the interpersonal skills to be playful, enthusiastic and bring a high level of energy into the therapy situation.
- Keep the children motivated to learn through preference assessments.
- Toilet training may be required.
- Accurately collect, record, and summarize data on observable client behavior.
- Assist with parent and caregiver training in line with client's individualized treatment.
- Effectively communicate with parents and caregivers regarding client progress as instructed by the Director of Clinical Services.
- Maintain client confidentiality.
- Assist with skill acquisition and behavior reduction assessments.
- Assist in preparing client materials as instructed.
- Maintain a clean, safe, and organized work and therapy environment.

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- Collaborate with treatment team including client, parents and caregivers, outside professionals, and co-workers.
- Maintain and acquire technical knowledge by attending required trainings.
- Employees must possess a valid driver's license, continuously maintain appropriate auto insurance as mandated by the State of Minnesota and have use of an automobile to travel to worksites and to the office for training sessions and meetings.
- Working in-home, in school and out in the community with clients.

#### **Minimum Requirements, Credentials, and Experience**

- Baccalaureate degree, or equivalent experience.
- Demonstrated interest or expertise in working with students with autism spectrum disorder and/or related learning differences.
- Demonstrated experience in the instruction of students with varied learning styles and levels of mastery.
- Demonstrated ability to work well with families.
- Ability to work effectively as a team member.
- Successfully pass criminal background check.
- Preferred: Experience working with children ages 0-16 providing in a classroom or 1:1. setting; experience implementing the principles of Applied Behavior Analysis; Educational, Speech, or Allied Health Services experience.

#### **Duties and Responsibilities**

- Ability to accept constructive feedback and develop knowledge and skill sets accordingly.
- Effective time management skills and the ability to manage multiple tasks at one time.
- Excellent written and verbal communication skills
- Ability to develop and maintain professional relationships with students, families, clients, co-workers, supervisors, and community members.
- Commitment to maintain client confidentiality and adhere to HIPPA laws.
- Commitment to ongoing training and development as it relates to clinical skills, professional development, ethics, and technology, and training in order to perform job responsibilities to required standard.
- Ability to interpret and implement clinical protocols and written.
- Work with a team on developing, re-examining, revising and implementing integrated social skills into all aspects of a student's day.
- Work effectively with parents.
- Work with other staff members to form a positive, supportive team atmosphere; Work on committees and participate in the development of the school.
- Reliable, consistent attendance is a requirement and essential function of all our staff.
- Lead activity days during school breaks.
- During summer academy, will act a Teacher Associate.

#### **Salary and benefits**

Competitive and dependent on experience  
 Health and dental benefit package and optional vision  
 Short-term disability  
 Life insurance  
 Simple IRA with employer matching  
 Paid Time Off  
 Employer HSA contributions