



Brandis Center, Inc.

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COMPANY JOB DESCRIPTION

Position Title: Behavior Technician (BT/RBT)
Reports to: BCBA
Department: Clinical Team
Pay Type: Hourly

Summary

A Behavior Technician (BT) provides one-on-one Applied Behavior Analysis (ABA) services to a child or young adult who has been diagnosed with Autism Spectrum Disorder (ASD), under the guidance of a Board Certified Behavior Analysis (BCBA). Locations may include, but are not limited to: Center-based, community, and in-home settings. Typically, a part-time BT may work up to 5 days per week, for approximately 10-15 hours per week. A full-time BT may be required to work 30 or more hours per week.

Key Relationships

- Reports to a BCBA
 - This relationship is critical. A high level of trust between the Behavioral Technician and your supervisors is necessary for the successful functioning of the agency.
- Essential members of the Clinical Team
 - BTs are expected to work efficiently, independently, and safely while assuring that The Company's mission is a top priority.
 - Strong, trusting and supportive relationships with the BCBA, Directors, and all other staff.

Essential Duties & Responsibilities

- Implement written behavior programming effectively and consistently at the center, in-home, and/or in the community.
- Accurately and promptly record client behaviors in a detailed manner across all settings (center, in-home, and community).
- Actively engage in client activities, which may require physical participation such as prolonged standing, lifting, or other physical tasks.
- Manage challenging client behaviors confidently and independently across various environments (center, in-home, and community).
- Collect and record daily data and session notes electronically using a tablet or similar device.
- Complete assigned tasks accurately and within established deadlines.
- Demonstrate a willingness to learn and apply crisis de-escalation techniques and passive restraint methods as necessary.
- Obtain and maintain Registered Behavior Technician (RBT) certification if required (optional at present).
- Adapt to working in various conditions as needed to meet client and organizational needs.
- Participate in staff training sessions and meetings as required.
- Follow all directives from supervisors and implement feedback to improve performance.
- Perform additional duties and responsibilities as assigned.

Qualifications & Requirements

Education & Experience

- 1-2yrs experience working with individuals with disabilities.
- Degree in human services, education, or psychology preferred (High school diploma or equivalent required)
- Experience providing direct instruction and therapeutic services to children with Autism Spectrum Disorder preferred.

Language Skills

- Ability to read, analyze, and interpret documents.
- Ability to effectively communicate with all employees, groups of employees, and families.

Other Skills & Requirements

- Basic proficiency with electronic devices such as phones, laptops, and tablets, or a willingness to learn.
- Ability to manage verbal and/or physical behaviors in diverse settings with confidence and professionalism.
- Willingness to adapt to changes in schedules, client needs, and work environments while maintaining professionalism and a positive attitude.
- Familiarity with, or ability to learn, practice management systems and digital data collection software.
- Exceptional organizational skills with the ability to prioritize tasks effectively.
- Strong interpersonal skills, including the ability to communicate and collaborate effectively with clients, families, and team members.
- Reliable transportation to and from work, ensuring punctuality and dependability.
- Physical ability to sit, stand, or walk for extended periods as required by the role.
- Ability to safely lift, hold, or move children when necessary to support their care and behavior programs.
- Commitment to maintaining confidentiality and adhering to all applicable privacy standards.
- Legally authorized to work in the United States of America.

Pay Scale

Currently, Brandis Center Inc. offers two rates of pay based on certification level.

- Behavior Technician (part-time or full-time) \$21.00 - \$23.00 per hour
- Registered Behavior Technician (part-time or full-time) up to \$25.00 per hour

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.