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| **Job Title** | *RBT* |

**Job Summary** The *Registered* *Behavior Technician (RBT) provides* 1:1 and group behavioral intervention services to children and adults diagnosed with ASD and other developmental disorders. Applied Behavior Analysis (ABA) treatment is individualized to meet the unique needs of each client. Behavioral programs may be used to reduce maladaptive behaviors and promote skill acquisition. Areas of focus include, communication, daily living skills, play skills, social skills, personal hygiene, and vocational skills. The *RBT* works as part of a transdisciplinary team composed of occupational therapists, speech pathologists, music therapists, educators, parents, and behavior analysts. A Board-Certified Behavior Analyst (BCBA/BCBA-D) designs the programs implemented by the Behavior Technician with input from all members of the child’s team. The *RBT is* responsible for providing services in accordance with the BACB Guidelines for Responsible Conduct. Training and supervision on behavior analytic principles and procedures is provided via didactic and on the job training. RBTs are required to have a Registered Behavior Technician (RBT) certification and a minimum of one year of experience working with individuals on the autism spectrum. Behavior analytic services may be provided at The Els Center of Excellence™ or in community-based settings.

# Registered Behavior Technician Responsibilities

* Assist the BCBA and other professionals with intakes and assessments
* Provide direct client care in 1:1 and group settings utilizing a combination of intensive and natural environment teaching methodologies
* Implement programs according to the behavior plan written by the BCBA
* Record and graph data for all goals during each behavioral session
* Assist with parent/caregiver training related to the client’s individualized treatment plan
* Safely implement crisis management procedures in accordance with the client’s behavior plan and only if you have been trained in PCM.
* Effectively communicate with parents/caregiver regarding the client’s progress
* Participate in team meetings with staff, clients and their families
* Assist in the development of Individual Education Plan (IEP) goals or program goals for private therapy programs as they relate to behavior analytic principles
* Create materials for programs
* Maintain client confidentiality
* Maintain a clean, safe and organized environment
* Attend training to maintain and acquire technical knowledge

Professionalism

* Comply with Els for Autism™ Brand Standards
* Display a high standard of integrity and conduct while serving as a representative and ambassador for the Els for Autism, its mission, and the vision of the Els family
* Adhere to strict attendance expectations, as directed by the Behavior Services Manager

# Qualifications

Required

* Registered behavior technician (RBT) certification
* Minimum of one-year experience working with individuals on the autism spectrum
* Experience working in a collaborative, team environment

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* Ability to accept constructive feedback and develop knowledge and skill sets accordingly
* Adherence to a high level of professional and ethical standards (in accordance with BCBA standards)
* Excellent oral and written communication skills
* Ability to communicate effectively with colleagues, parents, community members, and staff members
* Effective time-management skills
* Commitment to maintain client confidentiality and adhere to HIPAA laws
* Proficiency in computer programs including Word, Excel, and PowerPoint, and data collection software for ABA programs
* Valid Florida driver’s license and reliable transportation
* BLS certification

Physical Requirements

* Must be able to lift and carry clients up to 50 pounds
* Must be able to assume and maintain a variety of postures (e.g., kneeling, squatting, crawling, sitting, and standing) for extended periods of time

Preferred

* Experience with crisis and physical management (e.g., PCM training)
* Bilingual fluency in English and Spanish or English and Brazilian Portuguese

# Additional Requirements

* Registered Behavior Technician must complete a Level 2 Background Clearance & employment paperwork
* Registered Behavior Technician must sign Els for Autism Confidentiality Agreement and Media Release Forms
* Registered Behavior Technician must complete Els for Autism Video/Photo Release
* Registered Behavior Technician must complete Els for Autism Staff Training Modules, HIPAA Awareness Training and Seizure Training

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