

Behavior Therapist Position Description

Position: Behavior Therapist

Reports to: Lead Therapist

FLSA Classification: Non-exempt, Hourly

POSITION PURPOSE:

Provide individualized Applied Behavior Analysis (ABA) services directly to clients with Autism Spectrum Disorder (ASD) in the home, center, school and community environments. Provide services that place the highest priority on an ethical regard for the best interests of the children served.

QUALIFICATIONS:

- Employees must Mental Health Practitioner (MHP) standards.
- Employees must be interested in working with children diagnosed with ASD
- Employees must possess the interpersonal skills to be playful, enthusiastic and bring a high level of energy into the therapy situation.
- Employees must be able to develop an effective rapport with client and client caregivers.
- Employees must have the ability to read written treatment directions, collect numeric data and summarize the results. In addition, strong writing skills to document treatment sessions are required.
- 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.
- Employees must be willing to work well with a team and comply with supervisory direction.

PREFERRED QUALIFICATIONS:

- Employees possessing a bachelor's degree in psychology or a related field or above are highly preferred.

TRAINING:

- Behavior Therapists must complete the first level of Behavior Therapist competencies under the supervision of the Lead Therapist within a reasonable time-frame as determined by supervisors.
- Behavior Therapists will incorporate performance feedback, from supervisors, into their performance according to timelines set forth by the supervisors.

MAJOR RESPONSIBILITIES:

- Behavior Therapists will successfully implement treatment programs for client with ASD by demonstrating all competencies for a Behavior Therapist.
- Behavior Therapists will work consistently as part of a team to ensure that the clients assigned receive the highest quality therapy and treatment possible.

- Behavior Therapists may train and demonstrate competencies to other Behavior Therapists.
- Behavior Therapists will complete all required case management services needed for assigned client.
- Conduct Individual Treatment Plan (ITP) objective programming as written, adapting to frequent program modifications. Includes, but not limited to:
 - Preparation for shift and environmental management
 - Discrete Trial Training
 - Natural Environment Training
 - Generalization
 - Review of Mastery
- Conduct behavior management and reinforcement programming as written, adapting to frequent program modifications. Behavior management can include but is not limited to; biting, hitting scratching, kicking, and other challenging behaviors. Behavior Therapist must be willing and able to address these behaviors.
- Communicate with treatment team via written notes (both reading and writing) to ensure proper therapeutic levels are utilized for each program each day.
- Take responsibility for client's programming during the assigned session.
- Deliver the assigned schedule of services as agreed upon with supervisor and Human Resources.
- Prepare sufficiently in advance by reviewing pertinent data including the client's Short Term assigned Objectives, Daily Organization Sheets, data for each program, regular clinical meeting notes and any Lead Therapist's notes of programming changes to ensure successful completion of each scheduled activity.
- Attend scheduled Clinical Review Meetings for each client's program and all scheduled trainings with the Lead Therapist to remain current with all programming needs and changes.
- Provide timely input and feedback to supervisors and team members regarding clinical programming, including during each Clinical Review Meeting.
- Document each session with a progress note entered in the clinical record daily.
- Use the time reporting system to track all billable sessions and other hours.
- Assist in the development of program materials as requested by the supervisor.
- Maintain confidentiality in accordance with all State and federal guidelines. Complete tasks as assigned by supervisors.
- Refrain from performing or administering any health care services, absent an emergency situation.
- Collect and record data for each treatment objective in collaboration with clinical team.
- Assist supervisors in conducting necessary skill assessments.
- Report all incidents of suspected abuse or neglect of any family member immediately to supervisor according to Minnesota Autism's Policy and Procedure Handbook.
- Return phone calls and email correspondence within 24 hours.
- Maintain professionalism and appropriate boundaries with peers, clients and client families including use of social media.
- Maintain flexibility to work with any assigned client at the discretion of MAC or supervisory team.

PROFESSIONAL DEVELOPMENT:

- Must complete twenty hours of continued training every two years
 - Record all training hours on Mental Health Practitioner Training Log and turn into administration quarterly.

WORK ENVIRONMENT:

- In-home, center-based, school, and/or community environment as assigned; location is subject to change based on need.
- Frequent standing, bending, twisting, kneeling, walking, running, jumping, etc. There is also a potential for frequent lifting from 25-100 pounds.
- Ability to sit, walk and/or stand for extended periods of time.
- Will be called upon to assist in clients' personal hygiene and/or personal care needs of students such as dressing, feeding and toileting.
- Will be called upon to assist with challenging behaviors.