



Job Title: Autism Behavior Technician (Registered Behavior Technician, RBT)
Position Type: Part-time, Hourly, Non-Exempt
Location: Salem, Utah (South Utah County)
Supervisor: Board Certified Behavioral Analyst (BCBA), Program Manager
Compensation: \$15.30-\$17.34/hour DOE, plus mileage reimbursement

Kids Who Count (KWC) is a nonprofit organization serving children and families in South Utah County for more than 30 years. It is our mission to empower families to optimize the developmental potential of their young children.

POSITION DESCRIPTION:

Do you care about children with special needs? Do you want to be a part of a growing program serving children in the community? As an Autism Behavior Technician (RBT) at Kids Who Count, you will provide critical services for children with Autism Spectrum Disorders in South Utah County. Team members will have the opportunity to grow and develop with the organization. Competitive pay and mileage reimbursement included. Under the supervision of a BCBA, the RBT will provide clinical skills instruction and behavior reduction protocols consistent with principles of Applied Behavior Analysis to children with Autism and related developmental disabilities. Services are provided in the home, community, and at our center. The RBT will collect data on programs, assist with parent training, and assist the BCBA, and ABA Interns with clinical assessments as needed. Essential components of this position are listed below but subject to change at the discretion of Kids Who Count's Autism Program. Specific duties & responsibilities will vary depending upon classification.

RESPONSIBILITIES:

- Provide direct client care in 1:1 and group settings utilizing a combination of intensive teaching and natural environment training arrangements.
- Follow the prescribed behavioral skill acquisition and behavior reduction protocols.
- Follow and record data for prescribed learning protocols.
- Collect, record, and summarize data on observable client behavior.
- Assist with parent and caregiver training in line with client's individualized treatment and behavior reduction protocols.
- Effectively communicate with parents and caregivers regarding client progress as instructed by the Board-Certified Behavior Analyst.
- Utilize safe & appropriate handling procedures when working with clients.
- Maintain client confidentiality.
- Assist BCBA, Lead RBT, Behavior Analysts, and ABA Interns with skill acquisition and behavior reduction assessments.
- Assist BCBA, Lead RBT, Behavior Analysts, and ABA Interns in preparing client materials as instructed.
- Maintain a clean, safe, and organized work and therapy environment.
- Assume Lead RBT responsibilities in their absence.

- Collaborate with treatment team including client, parents and caregivers, outside professionals, BCBA, Lead RBT, ABA Interns, and co-workers.
- Maintain and acquire technical knowledge by attending required trainings.

KNOWLEDGE/SKILLS/ABILITIES:

- 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 clients, co-workers, supervisors, and community members.
- Ability to adhere to organizational policies and procedures and abide by code of ethics as indicated by the Behavior Analyst Certification Board
- Commitment to maintain client confidentiality and adhere to HIPAA 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.
- Must maintain a professional appearance with regard to clothing, grooming, hair, and make-up, following KWC dress code policy.

BASIC & PHYSICAL REQUIREMENTS:

- Must be able to lift up to 50 pounds
- Must be able to lift and carry clients with adaptive equipment.
- Must be able to assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, standing) for extended periods of time.
- Must be able to sit on the floor or stand for extended periods of time.
- Must be willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan in the course of working with children with challenging behavior.
- Must have manual dexterity to perform specific computer and electronic device functions for data collection.
- Must be physically present at the assigned job location, which may include home, school, and community placements.
- Must be able to receive detailed information through oral communication.
- Must have visual acuity to read and comprehend written communication through computer, electronic devices, and paper means.
- Must have reliable transportation and be willing and able to travel between different job sites within the Utah County Area.
- Must have a valid Utah Driver's License & insurance in good standing

QUALIFICATIONS:

- Able to pass a Background Criminal Investigation.
- Proof of COVID-19 vaccine
- Able to communicate in English, written and verbal formats on a professional level.
- Currently certified Registered Behavior Technician preferred.

EXPERIENCE:

- Required: No experience required, but one year or more of RBT experience, preferred.
- Preferred: Experience working with children ages 0-8 with special needs and/or autism spectrum disorders; experience implementing the principles of Applied Behavior Analysis; Educational, or Speech experience.

EDUCATION:

- Required: High School Diploma.
- Preferred: 60 hours of college coursework from an accredited university. Enrollment in college coursework for at least 6 hours per semester from an accredited university and/or at least 6 months of experience delivering Applied Behavior Analysis services may be substituted for 60 hours of completed college coursework.
- Preferred: Bachelor’s or master’s degree in Psychology, Education, Applied Behavior Analysis, Speech and Hearing Services, or related field.

RELATED TRAINING:

- Responsible for completing and maintaining all required certifications and trainings once employed including, but not limited to: CPR, HIPAA, RBT trainings and other company in-services and trainings as directed by KWC and employment supervisor.

Other Duties as Assigned

Signature of employee _____

Date _____