



Job Description: Registered Behavior Technician (RBT)

Position Title: Registered Behavior Technician (RBT)

**Job Summary:**

The Registered Behavior Technician (RBT) plays a crucial role in implementing Applied Behavior Analysis (ABA) therapy programs under the supervision of a Board Certified Behavior Analyst (BCBA). This position involves working directly with clients to teach communication, social, and daily living skills, while also addressing and reducing problematic behaviors.

*Key Responsibilities:*

- Implementing Treatment Plans:
  - Execute behavior intervention and skill acquisition plans as developed by the supervising BCBA.
  - Use positive reinforcement strategies to encourage desired behaviors.
  - Teach a variety of skills, including communication, social interaction, self-care, and academic skills.
  - Modify interventions based on each client's learning style and progress.
- Behavior Management:
  - Establish and maintain a therapeutic relationship with the client by pairing oneself as a source of reinforcement.
  - Prompt safe and socially acceptable replacement behaviors to build communication, social interaction, and problem-solving skills.
  - Fade prompts appropriately to promote independent responding.
  - Increase appropriate replacement behaviors by providing access to reinforcers.
- Data Collection and Analysis:
  - Accurately collect and record behavior data, including A-B-C, count, frequency, duration, latency, and interval-based recording.
  - Monitor and analyze ongoing data to guide treatment adjustments.
  - Assist BCBA with collecting and interpreting data for assessments.

- **Communication and Team Collaboration:**
  - Provide regular feedback to the supervising BCBA regarding client progress and performance.
  - Collaborate with family and treatment team members to ensure effective and uninterrupted service delivery.
  - Educate family members and staff on reinforcement, ABA principles, and the role of the RBT.
- **Additional Responsibilities:**
  - Model and train teachers and paraprofessionals on behavior interventions and reactive strategies.
  - Adhere to ethical guidelines and maintain client confidentiality.

*Qualifications:*

- **Education and Certification:**
  - Two years of completed coursework in psychology, education, social work, behavioral science, human development, or related fields.
  - Must hold and maintain current certification as a Registered Behavior Technician (RBT) issued by the Behavior Analysis Certification Board (BACB®).
- **Experience:**
  - Minimum of 1 year experience working with individuals with autism and/or developmental disabilities is preferred.
- **Technical Skills:**
  - Proficient in using standard software applications, e.g., Microsoft Office Suite, Google Drive Applications.
  - Ability to understand and implement clinical protocols written by BCBAs.
- **Knowledge and Abilities:**
  - Knowledge of ABA principles and experience in developing and evaluating ABA-based programs.
  - Demonstrated ability to exercise patience, tact, and good judgment in dealing with clients.
  - Strong verbal and written communication skills.
  - Understand the needs of special education students and relate effectively to learning situations.
  - Maintain accurate records, develop comprehensive reports, and ensure confidentiality.

**Benefits:**

- Competitive salary commensurate with experience.
- Comprehensive benefits package.
- Opportunities for professional development and continuing education.
- Supportive and collaborative work environment.