



BEHAVIOR SPECIALIST

DEPARTMENT: Child & Youth Development

OF HOURS: Full-Time, 40 hrs

REPORTS TO: Senior Program Director

PAYRATE: D.O.E.

CLASSIFICATION: Non-Exempt

POSITION PROFILE:

The Behavior Specialist position is directly responsible to a Senior Program Director. The Behavior Specialist will work with Preschool staff as well as Before and After School program staff to develop and implement behavior and prevention support strategies for children. This position will be required to work on site conducting observations and assessments, provide social-emotional educational groups for students as well as provide training and support to program staff on effective behavior management skills for students.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES:

- Provide direct services to the CYD staff and children identified through the referral process.
- Provide annual trainings to CYD staff on Positive Behavior Management techniques.
- Develop and implement individual behavior modification plans for identified students.
- Effectively collaborate and communicate with staff to implement positive intervention plans and evaluate the effectiveness of the plan.
- Model appropriate behavioral interventions for program staff as needed.
- Attend school-related meetings pertaining to assigned cases (IEP's, SST's) as appropriate.
- Facilitate social/emotional educational groups for students on site at preschool, elementary and middle school programs.
- Must be available during all program hours and split shifts may be necessary as assigned.

QUALIFICATIONS (Education, Experience and Certifications):

- Bachelor's Degree in Human Services, Social Work, or related field preferred.
- Two years' experience working with children and staff in the human services field
- Strong foundation in applied behavior analysis and understanding of behavior characteristics associated with behavior disorders in children.
- Favorable pre-employment DOJ and FBI fingerprint clearance and child abuse index processing.
- Favorable pre-employment drug, TB and Health Screen.
- Immunization records (influenza, pertussis, and measles) must be provided within 30 days of employment.
- Current Pediatric CPR and First Aid Certification must be provided within 30 days of employment.



BEHAVIOR SPECIALIST

KNOWLEDGE, SKILLS AND ABILITIES:

- Bilingual English/Spanish preferred
- Have and maintain positive and supportive relationships with coworkers.
- Maintain accurate knowledge about the agency, its programs and services.
- Accurately represent the agency to and maintain positive working relationships with the general public, clients, funding sources, government bodies, etc.
- Must be able to relate well to all people of the community regardless of color, national origin, religion, sex, pregnancy, age, marital status, veteran status, sexual orientation, disability of socio-economic level.
- Must have access to reliable transportation and be willing to use if for job related tasks.
- Must be self-motivated and able to work independently and responsibly.
- Ability to meet deadlines and manage multiple priorities.
- Effective oral and written communication skills.

WORKING CONDITIONS:

ENVIRONMENT: Office and occasional off-site functions. Typically 40% office and 60% school environment with adequate lighting and ventilation and a normal range of temperature and noise level.

PHYSICAL REQUIREMENTS: While performing the duties of this job, the employee is regularly required to sit, use hands and arms to perform repetitive motions. The employee must occasionally lift and/or move up to 30 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, and ability to adjust focus. Moderate dexterity application of basic skills (calculator, keyboard, hand eye coordination, etc.).

MENTAL: Must be able to relate well to all people of the community regardless of color, national origin, religion, sex, pregnancy, age, marital status, veteran status, sexual orientation, disability or socio-economic level. Must be emotionally mature, stable, tactful and be able to provide professional leadership.

The Job Description is intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.