



# BEHAVIORAL TECHNICIAN

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Full and part time positions to provide one-on-one instruction and support to children and adolescents with autism and severe behavioral challenges served by the Great Lakes Center for Autism Treatment and Research Intensive Treatment Program. Duties include: implementing behavioral interventions; assisting individuals in obtaining greater independence and community participation; and providing personal and/or medical assistance as needed. High school diploma/GED required; college coursework in psychology/applied behavior analysis/special education preferred. Evening, overnight, and weekend shifts available. Hourly wage begins at \$17.00, adjusted for experience; Bachelor's degree begins at \$18.77. Apply on-line at <http://www.residentialopportunities.org/employment>.

Multiple positions available, no deadline for application.

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**FLSA STATUS:** Non-exempt

**RESPONSIBILITIES:** Provide one-on-one and group support to children and adolescents with autism and other developmental disabilities served by the Great Lakes Center for Autism Treatment and Research (GLCATR) Intensive Treatment Program in the context of the established treatment plan. Implement behavioral interventions for individuals served who demonstrate severe challenging behavior, including, but not limited to: physical aggression to others, property destruction, and self-injurious behavior. Assist individuals in obtaining greater independence and community participation; provide personal and/or medical assistance as needed; teach and role model appropriate behaviors and daily living skills.

Understand the likes, dislikes, hopes, and dreams of persons receiving services and their families to support them as they make choices and progress toward their goals. Perform all duties in accordance with overall program goals, agency policy and procedure, and all applicable state, federal, and local laws and/or regulations. Implement responsibilities and other actions in accordance with ROI's Core Values and Vision and Mission Statements.

## ESSENTIAL DUTIES:

1. Establish a collaborative relationship with individuals served, families, and support professionals.
2. Implement behavioral protocols and behavior management intervention procedures based on the assessment and treatment plan.
3. Implement relevant health and safety protocols, including but not limited to CPR, first aid, and crisis protocols.
4. Teach and support individuals served to complete the following as independently as possible, and assist or perform these tasks if the individual cannot do so independently:
  - Personal hygiene including: toileting, bathing, brushing teeth, and other personal hygiene tasks.
  - Personal assistance including: dressing, eating, communicating, and mobility.
  - Meal assistance including: meal preparation and clean-up.
  - Social and leisure activities of interest to the person receiving supports.
  - Academic programs as outlined in an educational plan and IEP.
  - Protocols to reduce challenging behavior including: coping skills, appropriate waiting, token economies, and picture exchange communication systems (PECS).
5. Report to shifts, meetings, and trainings as scheduled and remain fully alert at all times.
6. Complete documentation, including financial, billing, program, research, and agency-related data, as required by ROI policy and procedure and Supervisor's instructions.
7. Provide input for developing individual program plans and implement such plans.
8. Administer medications according to ROI procedures.
9. Inform supervisor of problems or issues regarding individuals served or their environment.

10. Promote positive image of ROI/Great Lakes and maintain general upkeep of the workplace and equipment to ROI standards.
11. Advocate for and respect the rights of individuals served.
12. Display responsible, conscientious behavior, and use good judgment in making decisions.
13. Facilitate teamwork between all team members via open communication, responsibility sharing, and a cooperative attitude.
14. Demonstrate flexibility as work schedules are adjusted as necessary to meet the needs of the individuals served.
15. Transport individuals served as necessary if categorized as an ROI "driver".
16. Comply with all laws and regulations regarding reporting suspected abuse and neglect of vulnerable persons.
17. Maintain the confidentiality of all restricted information, data, and reports.
18. Complete all other tasks as assigned by the Behavioral Technician II, Assistant Coordinator, Case Coordination Specialist, GLCATR Coordinator, BCBAs, Chief Administrator, Clinical Director, or COO.

**QUALIFICATIONS:** 18 years of age or older. High school diploma/GED required; Bachelor's degree preferred with coursework in at least 2 college courses relating to child/adolescent development, applied behavior analysis, psychology of learning, education and/or communication disorders. Ability to achieve and maintain required training and certification to include but not limited to: ROI agency training, medication certification, first aid & CPR certification; and physical intervention techniques certification. Ability to: pass background check screening and licensing standards; arrive on time and as scheduled to the work site; physically manage persons served; assist with a wide array of physical needs; follow oral and written instruction; operate basic appliances and office equipment; and work independently in the absence of direct supervision. Possess excellent verbal/written communication skills and demonstrate ability to appropriately communicate to families and support staff of children.

**PREFERRED:** Approved driver status as determined by ROI.

*ROI reserves the right to modify this job description and any new job description rescinds prior job descriptions.*