



SENIOR BEHAVIOR THERAPIST

BRIEF JOB SUMMARY:

In accordance with the needs of the ages of the population served by Keystone Behavioral Pediatrics, the **Senior Behavior Therapist** will provide on-site behavioral services based on principles of applied behavior analysis to reduce child problem behaviors and increase adaptive skills. Provide parent, teacher and staff training and monitor the effectiveness and implementation of behavioral protocols.

Critical features of this position are described under the headings below, but are subject to change at the discretion of KBP and its management. This job description reflects the designation of essential job functions but does not provide an all-inclusive list of duties that may be assigned.

PRINCIPAL RESPONSIBILITIES AND DUTIES:

1. Assist in the development of individual assessment and treatment plans. Conceptualize assessment and treatment plans and contribute during daily sessions to overall development of the case.
2. Conduct sessions, coordination of admission or follow-up with client's team, time management, data collection, and protocol development, implementation and review.
3. Parent training – provide training for parent, teachers and/or staff; insure protocols are carried out correctly. Provide diplomatic (appropriate) and corrective feedback. Demonstrate sensitivity to parent concerns. Provide timely updates to supervisory staff.
4. Interdisciplinary skills– initiate and maintain contact with KBP disciplines and outside agencies (schools, physicians). Incorporate feedback from other professionals into assessment and treatment plan. Provide timely training to other professionals.
5. Data Management – Develop data collection system for parents, teachers and/or staff. Obtain follow-up data in a timely manner. Maintain up-to-date graphs. Organize and present data in ways to facilitate interpretation.
6. Documentation – Timely and thorough completion of evaluation reports, progress notes and correspondence.
7. Problem solving –Anticipate problems and develop alternative strategies for solving problems. Generate solutions independently and in conjunction with Lead Therapist/Case Supervisor.
8. Demonstrate the ability to appropriately aid the needs of children and adolescents with or without a developmental disability and their families.
9. Complete a minimum of 25 hours per week of direct contact or shadowing/co-treating on other cases.

PHYSICAL REQUIREMENTS:

1. Must be able to assume a variety of postures (kneeling, squatting, crouching, sitting, standing, etc.) in the course of working with children with developmental disabilities and behavior problems.
2. Must be able to lift and carry patients in braces and other adaptive equipment.
3. Must be able to restrain/hold/transport patients in the course of behavioral management.

4. Must be able to work in a highly stressful environment while maintaining a calm demeanor throughout daily interactions with patients, staff, parents, and visitors.
5. Must be able to receive detailed information through oral communication and to make the discriminations in sound.
6. Must have visual acuity to determine the accuracy, neatness and thoroughness of the work assigned.
7. Must be able to sit at a computer terminal for extended periods of time.
8. Must be able to travel to and from different locations and sites in the greater Baltimore area.
9. Must have manual dexterity sufficient to perform various keyboard functions.
10. Must be physically present at the assigned job site.

REPORTING RELATIONSHIP:

1. SUPERVISED BY: School Director, Assistant School Director

QUALIFICATIONS:

Intermediate Level 1:

- Skills targeted for training: Completing skills assessments (i.e., ABLLS-R, VB-MAPP, Brigance, ESDM, etc.), advanced data collection methods (i.e., interval recording methods), identifying the functions of behavior (orally and in written format), making procedural integrity checklists, identifying verbal operants (orally and on a written test), shaping, fading, chaining, fluently demonstrating error correction procedures and errorless learning, most to least prompting, intermediate prompt training (including prompt fading, prompt delay, and different types of prompts), run intensive toileting procedure, intermediate training on talking to parents, conduct preference assessments, social skills, task analysis, selecting targets for programs, introduction to IEPs.
- Must demonstrate competency across all age groups due to the diversity of the children and families served by KBP.
- Clinical care focus is on the neonate, pediatric, and adolescent populations, as well as some adults with disabilities.
- Demonstrate all skills required for Behavior Therapist I and II fluently and competently.

EDUCATION:

Bachelor's degree required.

EXPERIENCE:

- Minimum of one year experience working with the developmentally disabled population or children with behavioral disorders is required.
- Previous training in applied behavior analysis and theoretical understanding and philosophical appreciation for behavioral intervention in a clinical setting is required.

RELATED TRAINING:

- Maintain up-to-date training/certification status in CPR, Professional Crisis Management and other company-provided in-service topics.
- Must have and maintain a basic knowledge of computer systems and applicable software.

KNOWLEDGE/SKILLS/ABILITIES:

- Must be able to accept constructive feedback.
- Must be able to organize and manage time and manage multiple tasks.
- Must possess excellent verbal and written communication skills.
- Ability to develop and maintain effective communications and working relationships with other employees, clients, and their families as well as the general public, across all age groups, including but not limited to neonate, pediatric, adolescent, and adult populations.
- Ability to demonstrate professional behavior by adhering to organizational policies and procedures, and assuming authority appropriately.
- Must maintain adequate personal grooming consistent with professional appearance.
- Must pursue education or training necessary to perform at the level of competence required to incorporate the hardware, software, technologies, and ideas relevant to specific job responsibilities.
- Knowledge of normal/abnormal growth and development throughout the age continuum.
- Ability to provide, assess, interpret, and communicate age-specific data (in response to treatment protocols).

I have read and understand the contents of this Job Description:

Employee Signature: _____

Date Signed: _____