

Position Description: Program Services Provider

Direct Services Provider/Registered Behavior Technician®

Summary of Position:

The *Program Services Provider* is an essential role in delivering developmental and adaptive behavior services to the children and families we serve for our clients. The *Provider* implements each learner's program of evidence-based interventions with fidelity, while providing accurate data collection so each child receiving direct services has their needs met across environments and activities. Direct services will be provided within the individual's natural learning environments, delivering services with a fully integrated approach in collaboration with early childhood centers, preschools and related early intervention centers, schools, and a variety of other service programs. Providing direct services to support the learning and growth of individuals provides a rewarding career experience that allows you to further explore your interests in potential career paths such as early childhood services, education, psychology, behavior analysis, various therapy providers, health and human services, and more, while learning invaluable skills that will support you in all aspects of your journey in life.

Role:

The role of the *Program Services Provider* is to implement each learner's program of evidence-based interventions with fidelity, while providing accurate data collection, so each child receiving direct services has their needs met across environments and activities. The *Provider*, with training and support provided to meet skills and requirements as a Registered Behavior Technician® (RBT®), provides 1:1 direct service under the supervision of a Board Certified Behavior Analyst® (BCBA®). Interventions in this environment are focused on enhancing learning related to child and human development in the areas of social, emotional, language, motor and, cognitive skills, utilizing developmental and adaptive behavior therapy based on the principles of applied behavior analysis. A primary goal is to increase skill acquisition, while in turn, reducing behaviors identified as impeding learning through developing communication skills and encouraging social interaction through play-based learning. The RBT® receives ongoing coaching, supervision, and mentorship from *Program Services Consultants, Specialists, and Coordinators*. A motivation for continuous learning and growth, openness to learning to receive and deliver meaningful feedback, and remaining authentic in communication, are essential skills in this position to support continuous growth as a practitioner.

Responsibilities:

- Apply basic principles of behavior analysis across settings with the guidance and support of a BCBA®
- Implement interventions and protocols aligned with individual treatment plans to support child development.
- Collect various forms of data, according to interventions designed, and as appropriate for new behaviors.
- Establish and maintain a therapeutic relationship with the child, educators, providers, and parents.
- Collaborate with team, educators, caregivers, and providers to provide therapy effectively and with fidelity.
- Reinforce safe, appropriate, replacement behaviors through skills acquisition as described in interventions.
- Collect and submit data needed for assessments, skills-based acquisition plans, and behavior support plans.
- Follow guidance and recommendations made by *Program Services Consultants, Specialists, and Coordinators*
- Prompt safe and socially acceptable replacement behaviors, under the guidance of the BCBA, to build a repertoire of communication, social interaction, and problem-solving skills.
- Adhere to industry and organizational quality assurance and documentation standards for medical services.
- Complete training, assessment, and testing requirements to obtain RBT® certification, then maintain certification.
- Adhere to the RBT® Ethics Code, as always developed and revised by the BACB®, as well as organizational and center-based expectations for employees.

Position Requirements:

- Minimum of high school diploma or GED required, associate or bachelor's degree preferred.
- Experience in special education, child development, psychology, communication disorders, or related field.
- One year minimum as an RBT® or Direct Service Provider preferred, with experience-based pay model.
- Ability to use, and remain adaptable to, a variety of technology programs, to include Microsoft 365 Platforms.
- Ability to lift to 50 pounds, bend, use stairs, get up and down from off the floor, all with ease.
- Job will be physically demanding at times.