



Job Description

Job Title: Behavioral Intervention Specialist

Exempt (Y/N): Y

Date: September 13, 2023

Department: Family Support Services

Supervisor: Family Engagement and Resource Manager

SUMMARY:

The Behavioral Intervention Specialist is responsible to provide individualized support for family members of school age children/young adults with I/DD and challenging behaviors in the individual's home in Erie or Niagara County. All services will be provided for a period time mutually determined by the family and the Behavioral Intervention Coordinator together. not to exceed six (6) months.) Family goals will include a focus on identifying barriers and solutions that will impact the family's quality of life as a whole.

ESSENTIAL DUTIES AND RESPONSIBILITIES: include the following. Other duties may be assigned:

PRIMARY DUTIES:

- Conduct an evaluation with the family and the individual in their home and conduct appropriate screenings to identify a baseline of areas of need.
- Identify a goal valued by the family and draft a person/family centered behavior plan
- Provide in-home assistance to the family and individual to implement the behavior plan, develop tools and strategies, and build skills.
- Respond to family questions and concerns on a timely basis.
- Remain current and informed about available services and provide accurate and comprehensive information to the family.
- Initiate referrals to appropriate services and follow through to ensure service linkages are made.
- Complete home visits as needed to accomplish the above duties
- Set up and maintain-comprehensive case notes and records, utilizing Parent Networks Salesforce data system.
- Work collaboratively with behavior team members to help families and individuals achieve goals

PROFESSIONALISM:

- Exhibits appropriate language and dress.
- Demonstrates appropriate communication skills both written and verbal.
- Exhibits appropriate work attitudes and performance behaviors.
- Exhibits reasonably regular and predictable attendance and punctuality.
- Shows respect and courtesy in all interactions and communication internal or external to the agency.
- Demonstrates interest, knowledge and support for Agency mission, values and philosophy.
- Demonstrates a flexible, creative approach as well as an adaptability to change.
- Demonstrates dedication to the goals and values of the agency.

- Demonstrates problem solving and conflict resolution skills in both organizational and interpersonal matters.
- Demonstrates self-directed behaviors.
- Ability to respond effectively to the most sensitive inquiries or complaints.

TEAM RESPONSIBILITIES:

- Supports and communicates with supervisor and co-workers in a cooperative manner.
- Demonstrates an understanding of the boundaries of the position as they relate to both responsibilities and limitations.
- Incorporates the Agency mission, values and philosophy in decisions, behaviors and actions.
- Demonstrates initiative and seeks supervisory counsel when appropriate.
- Adheres to the policies, procedures and philosophy of the organization.

DIVERSITY MANAGEMENT:

- Model and practice sensitivity, fair treatment and acceptance of diversity with clients, co-workers and in all other interpersonal interactions.
- Demonstrate initiative in learning about and implementing skills related to diversity.

EDUCATION AND/OR EXPERIENCE:

- Minimum of Bachelors degree in Social Work, Psychology, or a closely related field.
- Five (5) years of relevant experience in working with individuals with I/DD that experience behavioral challenges; or any combination of experience that would provide the level of knowledge, skill and ability required.
- Knowledge of and ability to apply Evidence Based Practices in behavioral healthcare services required.
- Excellent communication skills both oral and written. Strong interpersonal skills including negotiation, relationship building, and constructive feedback.
- Ability to resolve conflict and to handle multiple priorities.

CERTIFICATES, LICENSES, REGISTRATIONS:

Valid NYS Driver’s License
 SCIP-R Training/Certification
 CPR/First Aid Training/Certification

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and talk or hear. The employee is ~~occasionally~~ required to drive, walk, sit, use hands to finger, handle or feel objects, tools, or controls; reach with hands and arms; the employee must occasionally lift and/or move up to 30 pounds. Specific vision abilities required by this job include close vision, distance vision. The noise level in the work environment is usually moderate.

I have received and reviewed my job description and understand the duties and responsibilities associated with the job.

 Date

 Signature

Please provide the employee with a signed copy and place the original in the personnel file.