



Job Description

Job Title: Behavioral Intervention Specialist

Exempt (Y/N): Y
Department: Family Support Services
Supervisor: Program Director

Date: revised: January 9, 2024
Employee Name:
Date:

SUMMARY:

The Behavioral Intervention Specialist is responsible for providing individualized support for family members of school age children/young adults with DD and challenging behaviors in the individual's home in Erie or Niagara County. All services will be provided for a period of 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.

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

PRIMARY DUTIES:

- Review referrals for eligibility
- 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 intervention plan.
- Provide in-home assistance to the family to manage the plan, develop skills and implement strategies.
- Respond to family questions and concerns in 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 a comprehensive case notes, utilizing Parent Networks Salesforce data system.

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:

- Master's degree or higher in Applied Behavior Analysis and
- Licensed Behavior Analyst

OR

- Other qualified professional (psychologist, LCSW, LMHC) as per NYS Office of Professions

AND

- Minimum of one (1) year 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.
- Continuing education requirements as per NYS Office of Professional guidelines of License or Certification
- 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

Licensed Behavior Analysis (or other qualified professional)

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 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.