

**SALARY: \$60,000.00**

**POSITION SUMMARY:** (Essential Functions of Position)

The Behavior Intervention Specialist (BIS) provides clinical oversight, technical assistance, and skill development to program staff regarding all aspects of behavior support services. This position works collaboratively with staff, program supervisors, families, and other support providers in the delivery of behavioral services to individuals supported across assigned programs in residential and / or day services. The Behavior Intervention Specialist has a flexible schedule to meet the needs of the agency and may need to work weekends as needed. The Behavior Intervention Specialist will also be available to answer phone calls in case of an emergency after hours as needed. They will also provide oversight to the Behavior Therapy Technician in relation to behavioral components of the job.

**POSITION QUALIFICATIONS:**

**Minimum Requirements:**

**Level 1:**

- A. (1) Master's degree from a program in a clinical or treatment field of psychology, social work, school psychology, or applied psychology as it relates to human development and clinical interventions, and documented training in assessment techniques and behavior support plan development; or  
(2) a national board certification in behavior analysis (BCBA) or a NYS license as a Behavior Analyst (LBA); or  
(3) a New York State license in mental health counseling.

**and**

- B. A least three years of experience:  
(1) working directly with individuals with developmental disabilities, including the development, implementation, and monitoring of behavior support plans; or  
(2) providing supervision and training to others in the implementation of behavior support plans;

**or**

- C. Employed as a Level 2 BIS, at the master's degree level, for three years.

**Level 2:**

- A. BCBA or an LBA and a master's degree in:  
(1) behavior analysis; or  
(2) a field closely related to clinical or community psychology that is approved by OPWDD]; or
- B. (1) have either:  
(i) a master's degree in a clinical or treatment field of psychology, social work, school psychology, applied psychology as it relates to human development and clinical intervention, or a related human services field; or  
(ii) a New York State license in mental health counseling; and  
(2) have or obtain OPWDD-approved specialized training or experience in functional assessment techniques and behavior support plan development; or
- C. (1) a bachelor's degree in a human services field; and  
(2) provided behavioral services for an agency in the OPWDD system as of, and continuously since, December 31, 2012; and  
(3) either:  
(i) is actively working toward a master's degree in an applied area of psychology, social work, or special education; or  
(ii) completes at least one graduate-level course in an applied health service area of applied psychology, social work, or special education each year.

(iii) The qualifying master's degrees referenced in this paragraph, including any degree obtained through an online educational or distance learning program, must have been awarded by a regionally accredited college or university, or one recognized by the NYS Education Department as following acceptable educational practices. If the master's degree was awarded by an educational institution outside the United States and its territories, the party must provide independent verification of equivalency from one of the approved entities used by the NYS Department of Civil Service for educational equivalency reviews.

**Knowledge/Skills/Abilities (KSAs):**

**Knowledge of:**

- Principles and procedures of Applied Behavioral Analysis (ABA)
- Principles of Positive Behavior Support preferable
- Principles of behavior management and Functional Behavioral Assessments (FBA's)

**Skills and Abilities to:**

- Communicate effectively orally and in writing with a variety of individuals representing diverse culture and backgrounds.
- Establish interpersonal relationships by encouraging individuals' participation in center-based and community inclusion activities.
- Supervise and train subordinate personnel.
- Interact with parents, guardians and other professionals as needed regarding individual plans and progress meeting information.

**Required Certification/Registration:** FBA (Functional Behavioral Assessment) certified or attained within the first month of employment. Certified as or pursuing BCaBA or BCBA preferred.

**Physical Requirements:**

Postural

- Walking and standing frequently
- Sitting occasionally in awkward positions while assisting with feeding
- Reaching forward continuously and reaching overhead occasionally to assist individuals and perform other tasks
- Squatting/ half-kneel occasionally to remove / reinstall footrests on wheelchairs, assist with low level ADLs, and secure wheelchairs within vehicles.
- Standing bend forward occasionally to assist with bed care/mat table activities
- Must be able to kneel and complete compressions to perform CPR if needed

Dexterity

- Steady firm grip up to 50 pounds when using a transfer belt to assist with ambulation
- Moderate level of hand coordination, reaching frequently, for assisting with ADLs
- Finger press of medication out of blister packs
- Finger dexterity to manipulate keyboard and remote-control devices

Agility-Material Handling

Lift up to 50 pounds and /or pull of 50 pounds to transfer individual  
Push various mechanical lifts and chairs with an initial force up to 27 pounds and sustained forced up 15 pounds variable distances and floor surfaces in the home, day program and community.

**Working Conditions:**

May be exposed to a few slip and trip hazards on the floor, odors, inclement weather, medical wastes, illness and unpredictable work conditions. May be required to work in areas within the agency, community and offsite locations that may or may not be heated or cooled.

**Corporate Compliance:**

Employees must comply with agency or governing body rules, regulations and policies and procedures. Any employee who witnesses or learns about a violation or possible violation of agency or governing body rules, regulations or policies and procedures is required to immediately report this to his/her supervisor or the agency's corporate compliance officer.