



Position Description

Position Title:	Behaviour Technician
Reports To:	Clinical Director
Interacts With:	Program Manager and Administration Team
Probationary Period:	Three Months
Position Status:	Permanent Full Time (38 hours per week) Permanent Part Time (minimum of 20 hours per week)
Effective Date:	14 January 2021

The Behaviour Technician role is an integral part of the Aspire therapy team as their work directly influences the success of the child.

You will be responsible for the implementation of programs and behaviour intervention plans for children in their home and/or community settings.

As a Behaviour Technician you will also need to attend client sessions and team meetings, participate in training workshops, meet deadlines, respond promptly to emails and phone calls, and check in and out of the scheduling system.

Behaviour Technicians are responsible for the following duties:

- Adhere to the behaviour-analytic programs and techniques as specified in each child's program
- Collect and accurately record data during programs and after problem behavior
- Clean up and re-organise materials after sessions
- Practice under the close supervision of a Board Certified Behaviour Analyst (BCBA) or Board Certified Assistant Behaviour Analyst (BcaBA)
- Attend and take notes at team meetings
- Provide appropriate feedback and suggestions during clinic meetings
- Provide therapeutic intervention in a caring and nurturing manner and diligently follow a current Behavior Intervention Plan (BIP) as written
- Immediately communicate any unusual incidents or concerns regarding the child's program to the Program Manager
- Demonstrate workplace behaviours that align with Aspire's values and philosophy
- Other reasonable duties as directed

Essential Criteria:

This list is representative of the knowledge, skill and ability required to perform this role successfully:

1. You will be a Registered Behaviour Technician with the Behavior Analyst Certification Board (BACB), OR you will currently be studying a Bachelor of Psychology or other relevant qualification and are committed to undertaking the required pre-requisites, training (internal and external) and competency assessments to sit and pass the Behavior Analysis Certification Board's (BACB) Registered Behaviour Technician exam.
2. Excellent interpersonal skills and the ability to build rapport with families
3. Commitment to quality delivery of services
4. A demonstrated ability to work independently, a positive attitude and willingness to be flexible
5. A demonstrated ability to communicate effectively in English, both orally and in writing.
6. Basic knowledge of Word and Excel and the ability to use email effectively
7. Hold a current driver license and have access to a roadworthy and registered car to use for work purposes to travel to clients' homes
8. Current First Aid certificate
9. An acceptable Police Check
10. Hold a valid Working with Children Check or other relevant state children's check
11. Completion of the NSW Department of Education mandatory reporting module or similar requirement in other states/territories.

Career Progression:

Behaviour Technicians who have passed the BACB's Registered Behaviour Technician exam and who demonstrate their alignment to Aspire's values and a real passion for their work, will be supported with internal training and mentoring to gain the competencies required to progress to a Behaviour Support Practitioner role.

Performance Expectations:

The performance of Behaviour Technicians will be measured via a combination of:

1. Their ability to adequately explain the theory of behaviour analysis for items on the Registered Behaviour Technician Task List (2nd Edition)
 - Feedback from the Program Managers of children they are implementing programs and behaviour intervention plans with

- Feedback from parents of children they are implementing programs and behaviour intervention plans with.

Statement of Understanding:

I have read the above position description and job requirements. I assert that I meet the essential criteria, I am capable of performing the outlined duties and I can satisfy the expectation of regular attendance at the work site. I further understand that signing this position description does not constitute a written or implied contract of employment.

Signature

Printed Name

Date