

Direct Support Professional – Behavioral Technician

Cascade Connections - Ferndale, WA 98248

\$12.00 to \$15.00 an hour

Job Description

Direct Support Professional

Position Title: Behavioral Technician

Reports To: Facility Program Director

Level & Employee Status: Level I -- Part-time (less than 30 hours per week) *Full-Time if already Full-time and transferring from a different position.

Starting Wage: \$12.00 to \$15.00 per hour

Position Summary:

The behavioral technician is responsible for assisting a client who has been identified as “extreme” in behavioral challenges. An “extreme” client is a client who meets Cascade’s established criteria, has behavioral challenges, and may become physically assaultive. The State of Washington is committed to transitioning adults with developmental disabilities out of state institutions. Because this client is identified as an “extreme” client, lived in an institution and exhibits significant challenges in the community, the client is in an Enhanced Rate program that allows us to create the Behavior Technician position. The behavior technician pay rate is in effect only when staff are providing direct service for the identified “extreme” client in the enhanced rate program. Staff will be paid their regular rate of pay when not working with this client. The agency accountant will establish two rates of pay for staff: (1) Regular rate of pay (wage \$12.00 hourly); (2) Pay at Enhanced Rate (wage \$15.00 hourly) for that site. The Behavior Tech will assist the client to reach his fullest potential spiritually, intellectually, emotionally and physically. Behavior Tech must be willing to work with all program participants, and is responsible for assisting each participant with his/her daily needs (Activities of Daily Living -- ADLs). Hours and shifts at the Enhanced Rate Site will vary depending upon the needs of the Enhanced Rate client.

Qualifications:

- Must be at least 18 years old and have a High School Diploma or equivalent.
- Must clearly speak, understand, and write in English
- Be organized and efficient, able to communicate effectively with participants, parents/guardians, co-workers, physicians and other entities associated with the community residential program.
- Carry out housekeeping chores, teach and be responsible.
- A minimum of 6--months experience working in Direct Care with adults with developmental disabilities
- Ability to consistently work with challenging behaviors
- Complete Advanced Right Response within 120 days of hire date
- Positive attitude while working with difficult populations in order to be a role model to his/her peers
- Ability to work with a diverse client population in a variety of settings
- Willing to take direction in development of behavior management and crisis resolution skills
- Ability to work independently and in a group
- Ability to assess and manage challenging/crisis situations.
- Employees are expected to treat all participants with respect and relate in a warm and caring manner
- Additional suggested courses include: Navigating Challenging Behaviors, Advance Positive Behavior Support, Incident Reporting, Mandatory Reporting and Peer Coaching