

DUTY STATEMENT

DS 3022 (08/2026)

**DEPARTMENT OF DEVELOPMENTAL SERVICES
STATEWIDE CLINICAL SERVICES DIVISION
STATE OPERATED FACILITIES BRANCH
STABILIZATION TRAINING ASSISTANCE RE-INTEGRATION (STAR)**

DUTY STATEMENT

EMPLOYEE:

JOB TITLE: BEHAVIOR SPECIALIST II

POSITION #: 472-904-9824-001

POSITION DESCRIPTION: Under general supervision, the Behavior Specialist II provides behavioral services to individuals following established standards and procedures of the Crisis Assessment Stabilization Team (CAST) mobile crisis services; performs functional behavioral assessments; develops behavioral strategies in collaboration with providers and behavior specialists for prevention and intervention plans; and provides on-site direct care, modeling, coaching, instruction, fidelity checks, and training with individuals and their caretakers/direct care staff in community settings, such as individuals' homes, hospital, or psychiatric settings. The Behavior Specialist II is a mandated reporter of observed or suspected abuse or neglect.

SUPERVISION EXERCISED: None.

SUPERVISION RECEIVED: CAST Unit Supervisor or Program Director.

EXAMPLES OF DUTIES: Maintains a safe and therapeutic environment which ensures respect, dignity and protects privacy, rights, confidentiality, and physical/emotional well-being of all individuals. This essential function will be ongoing when performing the following duties:

Essential Job Functions:

- 30% Completes CAST assessments for CAST referrals, including collaborating and coordination of STAR CAST with individuals, community providers/caretakers, and Regional Center representatives; reviewing STAR CAST referral information; providing written and verbal recommendations, coaching and training to providers, Regional Center representatives, caretakers, and individuals; and assisting the CAST Team in monitoring individuals referred to CAST.
- 30% Provides on-site (e.g. community homes, hospitals, psychiatric settings), videoconference, or telephone support assessment and support, including consulting on prevention plans, replacement skill trainings, intervention and behavioral emergency/crisis plans; analysis of behavior, including a functional behavioral assessment or adaptive testing; and development of a positive behavioral support

plan. Provides education and training to the individual, family, and direct care staff/caretakers, as indicated. Provides directions to on-site staff involved in behavioral emergencies regarding the application of approved behavioral intervention techniques that promotes safety for individuals and staff. Documents services provided.

- 20% Provides Registered Behavior Technician training and clinical guidance. Obtains and maintains Registered Behavior Technician supervisor certificate, per Behavior Analyst Certification Board requirements. Assists in monitoring and certifying CAST staff for Registered Behavior Technician certificates, per Behavior Analyst Certification Board requirements. Provides Registered Behavior Technicians (RBT) clinical supervision to CAST per Behavior Analyst Certification Board requirements. Attends and participates in mandatory training, i.e., CPR, Emergency Response training, etc. Provides training to staff/families to facilitate better understanding of behavioral factors related to individual needs such as, Behavioral Strategies, Social Skill Development, Anger Management, Development of insight to feeling/thoughts, and techniques for increasing adaptive behaviors. Attends staff and facility meetings. Responsible for obtaining the required Continuing Education Units (CEUs) for license renewal. May perform CPR and First Aid as needed. Provides debriefing services following emergencies or other traumatic events as needed or requested.
- 15% Conducts community outreach for CAST and ongoing research and development of CAST staff training. May initiate, design, collaborate, and report on Applied Behavioral Analysis research or published research results. May work with community groups, agencies, or facilities to develop supportive resources. Participates in the CAST Board Certified Behavior Analyst (BCBA) monthly meetings, committees, and other meetings. May participate in interviews for selection of personnel.

Marginal Job Functions:

- 5% Other duties as assigned within the scope of the classification.

Note: Percentages may vary based on operational needs.

WORKING CONDITIONS: On-going interaction with individuals with developmental disabilities and severe psychiatric and behavioral conditions at STAR residence and in community settings, such as individual's homes, hospital, or psychiatric settings. Potential exposure to communicable diseases, blood-borne pathogens, medicinal preparations, and other conditions common to a clinical nursing environment. Participates in meetings and conferences and other conditions common to an office environment, as well as ongoing interaction with the general public. Must be able to travel to locations throughout the three STAR/CAST locations and Department headquarters. May be reassigned to STAR residence or projects to meet operational needs. Works at various sites, extended hours and or varying shifts as needed to provide behavioral services. Work will include travel and possible overnight stays.

DESIRABLE QUALIFICATIONS:

Knowledge of: Positive behavioral supports, trauma informed care, coaching skills training, person centered practices, and utilize less restrictive techniques to behavioral issues; implementing behavioral programs; heavy lifting over 25 pounds, often combined with pushing, pulling, bending, stooping, squatting, grabbing, carrying, kneeling, twisting, and reaching at, or above, shoulder level; and maintaining sufficient strength, agility, endurance, and sensory ability to perform the duties contained in this duty statement.

Ability to: Work with individuals with developmental disabilities (e.g., autistic spectrum disorder, intellectual disability), severe behavioral conditions (e.g., aggression, self-injurious behavior, property destruction, and elopement), and psychiatric conditions and symptoms (e.g., psychosis, mood disorders, PTSD, and suicidal ideation); maintain sufficient endurance to perform during emergency situations, or during physically, mentally, or emotionally stressful situations encountered on the job without endangering their own health and well-being or that of fellow employees, individuals, or the public.

CERTIFICATION OR LICENSE: Current certification (or eligibility for certification) as an Associate Behavior Analyst by the National Behavior Analyst Certification Board. As a licensed professional, you are required to maintain a valid license and are expected to comply with all of the rules of professional conduct within your licensure at all times.

Employee Name
(Print)

Employee Signature

Date

Supervisor Name
(Print)

Supervisor Signature

Date

Employee and Supervisor acknowledge that by signing this Duty Statement that they have discussed and agree to the expectations of the position.