PORTERVILLE DEVELOPMENTAL CENTER

Job Duty Statement
Behavior Specialist II
Psychology Department

CLASSIFICATION:
Behavior Specialist Series, Behavior Specialist II
CalHR Classification Code 9824

GENERAL STATEMENT OF DUTIES: Under the general supervision of the Senior Psychologist (Supervisor), the Behavior Specialist II fosters and maintains an atmosphere which recognizes the needs of the individuals and promotes the effectiveness of all individuals' training programs using knowledge regarding behavior and change. Works under the clinical lead and direction of facility psychologists with competence in applied behavior analysis, and in conjunction with the interdisciplinary team, to provide quality behavioral services such as behavior analysis, implementation of behavioral programs, teaching individuals new adaptive skills to replace challenging behavior, staff training, and data collection. Also assists with behavioral assessments, participates in designing behavioral programs, analyzes and summarizes data, trains staff in behavioral principles and techniques, and provides ongoing monitoring of program implementation. The Behavior Specialist II may also act as a lead person as assigned to coordinate effective behavioral services. Tasks require knowledge of applied behavior analysis such as behavioral assessment and procedures to modify behaviors, management of behavioral emergencies, use of restrictive procedures, and methods to promote behavioral generalization and maintenance. Tasks also require knowledge of basic types and characteristics of developmental disabilities. The Behavior Specialist II is expected to work effectively within an interdisciplinary team model, analyze situations accurately and take effective action, and provide support services to individuals in home and training sites; these expectations require a high degree of initiative and independence in performing assigned tasks. Good judgment, organization, and ability to communicate effectively are of primary importance.

WORK LOCATION AND TIMES: Typical working days are between Monday and Friday; work hours are between 0700 and 1830. May be scheduled to work five 8-hour shifts per week or 4/10 schedule. Work assignment may be subject to changes in work hours based on the operational needs of Porterville Developmental Center (PDC).

SUPERVISION RECEIVED: Reports directly to the Senior Psychologist (Supervisor), second level supervisor is the Chief of Psychology Services. May receive direction from Senior Psychologist (Specialist).

SUPERVISION EXERCISED: None.

DESIRABLE QUALIFICATIONS: Demonstrate competence implementing behavioral programs and/or teaching individuals new adaptive skills to replace challenging behavior. BCBA preferred.

PHYSICAL DEMANDS: Must possess and maintain sufficient strength, agility, endurance, and sensory ability to perform the duties contained in this duty statement.

Requires working with all levels of personnel within the organization while maintaining effective communication to meet objectives.

TYPICAL WORKING CONDITIONS: Exposure to individuals and staff from all service areas, and other conditions common to on- and off-residence environments. Ongoing interaction with personnel and individuals served in areas accessible by individuals. May require prolonged sitting and use of computer terminal and operation of various office machines. Physical workspace may include shared open office spaces, cubicles, rooms with partitions, available space in the nursing station, areas accessible by individuals (e.g., group areas, hallways, dining rooms, courtyards, classrooms, vocational training sites), etc. with limited personal privacy. May require use of equipment such as headphones to ensure confidentiality during virtual meetings. Exposure to communicable disease, blood borne pathogens and other conditions common to a clinical nursing/treatment environment.

JOB CHARACTERISTICS: This position requires knowledge of applied behavior analysis and behavior modification. Incumbent works in support of individual psychology services. This position requires good communication and analytical skills.

ESSENTIAL DUTIES (80%):

70% Behavior Management

Implements behavioral services with difficult individuals, teaches individuals new adaptive skills to replace challenging behavior, and helps to manage behavioral emergencies. Provides education, training, and counseling to individuals to facilitate better understanding of their own challenging behaviors and adaptive skills/replacement behaviors such as social skills, anger management, and development of insight to thoughts and feelings. Assists with management of behavioral emergencies through direct intervention and staff training/coaching. Participates as a member of the interdisciplinary team. Participates in developing behavioral programs based on analysis of behavior through functional behavioral assessment. Implements behavioral treatment plan. Collects and monitors behavioral data for behavioral assessments and reliability.

10% Staff Training

Provides on-site staff coaching and training in behavioral programs and general principles and techniques of applied behavior analysis.

MARGINAL DUTIES (20%)

- Provides written behavioral consultation and recommendations based on applied behavioral principles in challenging cases throughout the facility
- Provides specialized training to staff to enhance behavioral competencies such as behavioral intervention strategies and techniques to increase adaptive behaviors
- Provides debriefing services following behavioral emergencies or other traumatic events as needed or requested
- Reviews daily reports and communication boards on a daily basis to ensure that behavioral concerns are addressed in a timely manner
- Attends interdisciplinary team meetings as assigned/clinically indicated

- Works with Psychology staff and other disciplines to develop, implement, and monitor facility-wide programs designed to address replacement behavior and positive reinforcement
- Other duties as assigned by the Psychology Services Director, including providing written reports, attending staff/facility meetings, participating in program improvement workgroups

EMPLOYEE SIGNATURE: _____ DATE: _____

SUPERVISOR SIGNATURE: _____ DATE: _____

REFERENCES:
Job Specification, Behavior Specialist II, CC 9824, Organizational Chart, Established 02/07/01