

DESCRIPTION: Under general supervision of the Behavior Technician Supervisor, manages group and individual case programming including continuous intensive behavioral modification, trauma-focused interventions for high acuity youth located at Youth Rehabilitation Treatment Center - Lincoln. Participates in the development of planning for the youth's overall programming during placement. Depending on treatment modality used, may serve as a youth treatment group leader for a given number of youth groups; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: When at the full performance level, positions in this class perform continuous intensive behavioral modification, trauma-focused interventions, treatment planning, treatment coordination and counseling for high acuity youth located at Youth Rehabilitation Treatment Center-Lincoln. Positions are not assigned lead worker or supervisory duties.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do these examples include all the duties that may be assigned.)

Direct care for youth with high acuity using trauma-focused interventions.

De-escalation with inclusion of behavioral modification strategies.

Continuous and intensive interventions to encourage skill building of life and communication skills.

Direct implementation of continuous and intensive treatment plans using positive reinforcement strategies.

Partnering with the Board Certified Behavior Analyst to ensure constant follow-through of the programming, behavioral modification strategies, treatment plan, etc.

Conducts interviews with the youth to collect data for classification studies. Maintains all progress reports and classification information on assigned youth caseloads. May coordinate orientation of new youth.

Counsels with an assigned caseload, both in a group setting or on an individual basis within the treatment modality.

Serves as the key facilitator of group meetings held with the youth groups. Coordinates and monitors the conduct of those meetings.

Attends and participates in support team meetings and other staff and committee meetings to review progress in the development of treatment plans.

May serve as liaison between school staff and Unit staff to further promote continuity of handling the programming of youth and youth groups.

Participates in the basic and vocational education programs including visits to the various classrooms, monitoring of classroom assignments and in the motivation of youth.

Communicates with parents, legal professionals, Juvenile Service Officers and other social and state agencies. Arrange for tours and visits of parents, families and others when required.

Maintains security and control within the institution as required.

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Participates in parole discharge planning. Makes recommendations regarding furloughs and special privileges. Supervises group outings and recreational activities as required.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES REQUIRED: (These may be acquired on the job and are needed to perform the work assigned.)

Knowledge of: the principles and practices of treatment and guidance of rehabilitating delinquent youth; the principles of individual and group interaction techniques; crisis intervention techniques and procedures; good counseling techniques as they relate to facility treatment modality; agency and facility policies, procedures, rules and regulations; agency forms and communication practices; current practices in working with youth assigned to a Youth Rehabilitation Treatment Center.

Ability to: communicate effectively both in writing and orally with a wide range of persons, including youth, staff, peers, administrators, parents and other professionals; exercise maturity, objectivity and sound judgment; observe and understand human behavior; operate within established policies and procedures.

ENTRY KNOWLEDGE, SKILLS AND ABILITIES REQUIRED: (Applicants will be screened for possession of these through written, oral and/or performance examinations or other means of evaluations.)

Knowledge of: basic counseling techniques and procedures; programs and opportunities open to youth who have been assigned to a Youth Rehabilitation Treatment Center; basic crisis intervention techniques; the principles of individual and group interaction.

Ability to: organize and manage own work flow; interact with youth from a variety of socio/economic, cultural and educational backgrounds; communicate effectively both orally and in writing with a wide range of people in varying situations; observe and understand human behavior; apply problem solving techniques to a variety of different circumstances.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Must be at least 21 years of age and possess a high school diploma or equivalent education. Bachelor's degree in behavioral sciences, human services, criminal justice, or related field. OR Experience in child or youth care, teaching, foster care, community work related to children and youth, behavioral health systems, patient care, nursing, delinquency prevention, juvenile court systems, or other areas involving contact or interaction with youth or families, may substitute for the educational requirement on a year for year basis. Completion of: 40 hours of Registered Behavior Technician (RBT) training; Registered Behavior Technician (RBT) competency assessment and exam administered by the Behavior Analyst Certification Board must be completed within 120 days of hire. RBT renewal competency assessment and application is required on an annual basis. A valid driver's license and ability to become an authorized vehicle driver for the State of Nebraska is also required.

SPECIAL NOTES:

Employees in this class may be required to work rotating shifts.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).