

STATE OF NEBRASKA CLASS SPECIFICATION
BEHAVIOR TECHNICIAN LEAD

EST: 9/19 REV: 03/20
CLASS CODE: V72013

DESCRIPTION: Under general supervision, supervises a shift of Behavior Technician's that provide continuous intensive behavioral modification, trauma-focused interventions, residential care, security and maintain control of high acuity youth located at Youth Rehabilitation Treatment Center - Lincoln; serves as Officer of the Day; performs work of assigned staff as needed; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

This class is distinguished from the Behavior Technician and Programming Coordinator classes that do not have supervisory responsibility of staff.

Positions allocated to the Behavior Technician class series perform continuous intensive behavioral modification, trauma-focused interventions, treatment planning, coordination and counseling of high acuity youth.

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.

Plans, organizes, coordinates, directs and controls the work activities of assigned staff to facilitate the attainment of the unit's work goals and to ensure the consistent application of unit policies, procedures and guidelines.

Confers with and counsels assigned staff to explain and/or exchange information on work policies, procedures and guidelines and to formulate and identify the characteristics and impact of possible solutions to work-related problems.

Reviews and compares work performance of assigned staff with established standards to determine employee production levels and training needs and to recommend appropriate personnel actions such as promotions, disciplinary actions, status changes, separations and grievance dispositions.

Trains staff in the principles, practices, policies and procedures of security at Youth Rehabilitation Treatment Center - Lincoln to maintain and/or improve efficiency and effectiveness of employees in accordance with established work performance standards.

V72013 –BEHAVIOR TECHNICIAN LEAD (continued)

Administers facility rules and regulations to ensure youth movements on and off campus, church activities, school and recreation activities, dining room activities, safety, security and sanitation are all conducted in an acceptable, proper manner.

Directs the operation and maintenance of a cottage/living unit to include the requisition, purchase and recordkeeping for supplies and equipment and the maintenance of records pertinent to the youth adjustment and cottage/living unit operations to ensure the cottage/living unit functions properly in accordance with established administrative, health, sanitation, security and safety standards and to document operations and activities.

Consults with other staff regarding youth with behavior problems and disciplinary actions to provide guidance and to inform agency management of actions taken and progress made and to assist in rehabilitative treatment.

Reports absconded youth to appropriate center staff and law enforcement agencies and organizes search parties to locate and return youth.

Controls all campus keys to ensure security is maintained.

Writes reports and documentation of activities to have an accurate record of activities and submit required reports.

Inventories all youth personal property and money to maintain an accurate record and to provide safeguards against thefts.

KNOWLEDGE, SKILL AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: principles and techniques of supervision; principles and practices of group and family systems theory; behavioral prevention and intervention techniques; adolescent growth and development; individual counseling theory and practice; adolescent sexuality; recreational theory and practice; first aid; basic sanitation and personal hygiene; basic counseling and crisis intervention techniques.

Skill in: organizing and prioritizing the work of oneself and those supervised; communicating to relay information to staff, management, industry professionals and family members/guardians; communicating with youth in a way that reinforces feelings of self-worth; listening to and understanding information received; providing learning experiences to enhance insight and growth of youth; being aware of others' actions and reactions; persuading others to change their minds or behaviors; bringing others together to reconcile differences.

Ability to: plan, assign, direct and evaluate the work of staff; learn, apply and enforce agency and facility policies, rules and regulations; learn and understand social and legal issues in child welfare; learn and apply security measures; intervene in crisis situations while maintaining the safety of youth and staff; perform housekeeping and maintenance duties in accordance with health standards; develop and maintain purposeful relationships with youth; plan, organize and participate in a variety of recreational or vocational activities; observe, assess and document adolescent behavior; direct and assist youth in learning through group processes; work in a team setting to implement residential programs and develop and implement individual growth plans; lift, push, pull or bend to assist youth in meeting their needs and maintaining safety; interact with agency and administrative staff to establish and maintain work relationships.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of the 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. Must possess one year coursework/training or experience in: behavioral sciences, counseling and guidance, rehabilitation/treatment services, education, nursing/patient care, delinquency prevention, criminal justice, or related area. And one year experience in leading, coordinating, directing, monitoring and/or supervising others. Experience can be substituted for education 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).