

DESCRIPTION: Supervises subordinate Behavior Technician's, Programming Coordinator and Behavior Technician Leads. Performs advanced professional counseling. Assists in continuous intensive behavioral modification, trauma-focused interventions, coordinating continuing programs for high acuity youth housed in at Youth Rehabilitation Treatment Center – Lincoln. Receives minimal supervision through meetings and reports with the immediate supervisor; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS:

This class is distinguished from the Behavior Technician and Programming Coordinator that do not have supervisory responsibility of staff and distinguished from the Behavior Technician Lead which functions as a supervisor on their scheduled shift only.

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, assigns, directs and evaluates the work of direct care staff including recommending personnel actions related to selection, promotions, disciplinary procedures, performance, grievance dispositions and work assignments to ensure efficient and effective accomplishment of the work.

Trains staff in agency and facility policies, processes, rules and regulations to improve and maintain job performance levels of employees. Ensures all required staff training is complete.

Reviews assessments and treatment plans prepared by Behavior Technicians and Behavior Technician Leads to ensure appropriate services are identified for utilization.

Oversees high acuity youth assigned to youth at Youth Rehabilitation Treatment Center-Lincoln to ensure security, health and safety needs have been met.

Oversees high acuity youth treatment services including assessment, classification, coordination and evaluation of available resources.

Resolves problems relating to the implementation of individualized treatment plans, coordinates treatment objectives with other activities.

Conducts interviews with youth and performs research on youth history and background to collect data for classification studies.

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Communicates with parents, legal professionals, Juvenile Service Officers and other social and state agencies.

Promotes community understanding and acceptance of community-based programs through personal contact with business and community.

Assures thoroughness and accuracy of counseling services provided to youth.

Reviews organization functions and recommends to the immediate supervisor more effective methods and programs.

Participates in parole discharge planning.

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

Knowledge of: the principles and techniques of supervision; the principles and practices of treatment and guidance of rehabilitating delinquent youth; crisis intervention techniques and procedures; good counseling techniques as they relate to facility treatment modality; human behavior, attitudes and motivation; agency and facility policies, procedures, rules and regulations.

Ability to: manage human resources; coordinate assignments and workloads; plan, assign, direct and evaluate the work of subordinate staff; 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; operate within established policies and procedures; observe and understand human behavior.

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 a related field AND two years' related experience, such as providing patient or youth care, or rehabilitation/treatment services in a residential setting, treatment, or correctional program. 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).