

Click one of these links to see the Job Description for that class:

Job Code	Title
P72011	Behavior Technician
C72012	Behavior Technician Programming Coordinator
V72013	Behavior Technician Lead
V72014	Behavior Technician Supervisor

Behavior Technician Series

Job Family

DESCRIPTION OF OCCUPATIONAL WORK

The Behavior Technician Class Series works with high-acuity youth and adults in continuous intensive behavioral modification and trauma-focused interventions play a vital role in the therapeutic process. Their work involves several key responsibilities such as intensive in behavior modification, trauma-focused interventions, treatment planning, coordinating with services, and safety and support.

Behavior Technician

P72011

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

Under general supervision provides continuous intensive behavioral modification, trauma-focused interventions, residential care, custody and supervision of high acuity youth and adults; provides structured therapeutic activities and assists according to their individual treatment plan; maintains a secure, safe, and clean environment and implements safety protocols; performs related work as assigned.

Positions at this level work at full performance providing continuous intensive behavioral modification, trauma-focused interventions, residential care, structured therapeutic activities, and supervision of high acuity clients. The Behavior Technician Supervisor/Board Certified Behavior Analyst Supervisor has full supervisory responsibilities for a staff classified to lower levels of the series.

Positions allocated to the Behavior Technician class series perform treatment planning, coordination, and counseling of high acuity clients.

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

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

De-escalation with inclusion of behavior intervention 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, behavior modification strategies, treatment plan, etc.

Supervises individual clients or small groups in work and recreational activities, monitors, documents, and reports on performance.

Provides the client care as identified in their individual treatment plan providing ongoing assessment and input for treatment planning activities. Assists with rehabilitative treatment practice.

Involves the client in programming and activities to expand their social, educational, recreational and/or leisure skills. Assists with structured therapeutic groups and/or classes.

Observes and records daily behavior and progress of clients.

Participates in staff meetings and treatment planning sessions and contributes to the evaluation of the client.

Participates in admission and discharge planning activities.

Monitors the safety and security of a client through enforcement of facility/provider policies and procedures. Utilizes learned safety techniques as necessary.

Responds to crisis situations.

Responds to emergencies (tornado warnings, fire alarms, bomb threats) and follows necessary, pre-established emergency procedures.

Regularly inspects the living environment for maintenance and cleanliness and takes action to correct deficiencies.

Conducts safety checks and contraband searches.

Provides orientation and instruction to clients on program procedures and guidelines. Ensures client observes and adheres to rules and procedures.

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

Knowledge of: principles and practices of group and family systems theory; behavior 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 one's own work; communicating to relay information to staff, management, industry professionals and family members/guardians; communicating in a way that reinforces feelings of self-worth; listening to and understanding information received; providing learning experiences to enhance insight and growth; being aware of others' actions and reactions supporting the client to make good decisions regarding life choices and their behavior; bringing others together to reconcile differences.

Ability to: learn and apply facility policies, rules and regulations; learn and understand social and legal issues; learn and apply security measures; intervene in crisis situations while maintaining the safety of client and staff; perform housekeeping and maintenance duties in accordance with health standards; develop and maintain purposeful relationships with client; plan, organize and participate in a variety of recreational or vocational activities; observe, assess and document adolescent behavior; 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.

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.

Related coursework/training experience in: behavioral sciences, counseling and guidance, rehabilitation/treatment services, education, nursing/patient care, delinquency prevention, criminal justice, or related area.

Completion of: 40 hours of Registered Behavior Technician (RBT) training; complete a Registered Behavior Technician (RBT) competency assessment exam which must be completed within 120 days of hire. A valid driver's license and ability to become an authorized vehicle driver for the State of Nebraska is also required.

SPECIAL NOTES:

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).

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

[Return to Specification List](#)

Behavior Technician Programming Coordinator

C72012

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

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.

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 the listed 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.

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

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED: (These 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; 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: 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; 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 are 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:

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).

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

[Return to Specification List](#)

Behavior Technician Lead

V72013

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

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.

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 the listed 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.

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, SKILLS, 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 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. 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 are 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:

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).

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

[Return to Specification List](#)

Behavior Technician Supervisor

V72014

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

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.

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 the listed 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.

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 are 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:

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).

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

[Return to Specification List](#)

SPECIAL NOTES APPLICABLE TO ALL LEVELS:

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).

Established: 03/20

Note: Classification-specification is subject to change. Please refer to the Nebraska State Personnel Job Specification website at <https://das.nebraska.gov/personnel/classcomp/jobspecs/jobspecs.html> to ensure this represents the most current copy of the description.

The following is a summary of changes made to this class specification.

Section	Change Description	Effective Date
Behavior Technician-P72011	Updated verbiage for all sections	10/2024