



Behavioral Technician Job Description

Qualifications:

- Must be at least 18 years old
- Must hold at least a high school diploma, GED, or post-secondary degree
- Pass National and State Background Checks
- Have completed 40-hour Registered Behavior Technician (RBT) Course or plan to complete prior to hire
- Live in Summit County, CO, or have reliable transportation from neighboring counties

Job Description:

A behavior technician is tasked with implementing behavior intervention plans to support clients achieve short term goals and long-term outcomes. They will be directly supervised by a Board Certified Behavior Analyst (BCBA), or a Board Certified Assistant Behavior Analyst (BCaBA). Specific responsibilities may include:

- Providing direct client care in one-on-one and group settings
- Following the behavior reduction and behavioral skill acquisition protocols
- Collecting and recording data based on client behavior
- Communicating with clients, parents, and caregivers regarding client progress
- Assisting behavior analysts and assistant behavior analysts with behavior reduction assessments and skills acquisition
- Assisting behavior analysts and assistant behavior analysts in the preparation of client materials
- Collecting data about students' behaviors through direct observation.
- Assisting BCBA's as directed with behavior reduction assessments and skill acquisition plans.
- Teaching students the specific behavior skills called for in treatment plans.
- Nurturing students' social skills.
- Participate in on-going Continuing Education Units
- Accept and apply feedback from supervisor in a timely manner



For Review prior to first interview – No Need to Respond Below

Interview Questions and Screening:

Screening:

- What is the highest level of education?
- What was the area of study in your education?
- What is the extent of experience you have had in the field of Behavioral Intervention and/or working with individuals with cognitive, behavioral, and/or social needs?
- How long do you plan to stay in Summit County? Do you have housing?
- Why do you want to work at Blue Skies Behavioral Group?

Interview Questions:

- Describe your journey -- how did you end up here today?
- What activities do you like to do when you are not working?
- What type of work environment has been the best for you in the past?
- What is your history in terms of working and/or being with children, both with or without disabilities?
- Describe your “perfect” role within Blue Skies Behavioral Group.
- What traits do you look for in people you work with, specifically colleagues and direct supervisors?
- Tell me about a time you solved a problem in a work setting.
- Tell me about a time you solved a problem that involved interpersonal conflict with a colleague.
- What is your biggest strength as an employee?
- What is an area in which you hope to learn and/or grow?
- Anything else that we should know about you?



Application

Personal Information	
Name:	Date of Birth:
Address (Primary): _____ State: _____ Zip: _____ County: _____	Address (Secondary): _____ State: _____ Zip: _____ County: _____
Years at address:	Years at address:

Employment	
Reason interested in Blue Skies Behavioral Group:	
How did you hear about Blue Skies Behavioral Group?	
Desired Hourly Pay:	Desired Weekly # Hours:
Desired Start Date:	Desired End Date (if applicable):
Do you have a valid Driver's License? Y N	
Do you have Automobile Insurance? Y N	



Hours for availability (please check all that apply):

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
8:00 AM	☐	☐	☐	☐	☐	☐
9:00 AM	☐	☐	☐	☐	☐	☐
10:00 AM	☐	☐	☐	☐	☐	☐
11:00 AM	☐	☐	☐	☐	☐	☐
12:00 PM	☐	☐	☐	☐	☐	☐
1:00 PM	☐	☐	☐	☐	☐	☐
2:00 PM	☐	☐	☐	☐	☐	☐
3:00 PM	☐	☐	☐	☐	☐	☐
4:00 PM	☐	☐	☐	☐	☐	☐
5:00 PM	☐	☐	☐	☐	☐	☐
6:00 PM	☐	☐	☐	☐	☐	☐

Education

School Name	Area of Practice	Years Completed	Degree / Date of Completion

Certifications

Type	Certification #	Date of Issue	Expiration Date
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Are you currently enrolled in coursework to be a....(circle any that apply)

RBT ☐ BCBaBA ☐ BCBA ☐ Anticipated Finish Date: _____

Employment			
Employer Name	Area of Practice	Dates of Employment	Supervisor / Reference Information:
			Supervisor Name: _____ Email: _____ Phone Number: _____ Can we contact them for reference? Y ☐ N ☐
			Supervisor Name: _____ Email: _____ Phone Number: _____ Can we contact them for reference? Y ☐ N ☐
			Supervisor Name: _____ Email: _____ Phone Number: _____ Can we contact them for reference? Y ☐ N ☐

Background Information	
Have you ever been convicted of a misdemeanor or felony?	Y ☐ N ☐
If so, explain:	



Have you ever been accused of harming or acting inappropriately towards a colleague, whether it was true or not?	Y	N
☐ ☐		
<i>If so, explain:</i>		
Have you ever been accused of harming or acting inappropriately towards a child, whether it was true or not?	Y	N
☐ ☐		
<i>If so, explain:</i>		
Have you ever been terminated from a position?	Y	N
☐ ☐		
<i>If so, explain:</i>		

As part of the application process, you will be expected to complete a fingerprint process and National Criminal History Background Check. You will receive specific information regarding how to complete these. You will be responsible for all costs associated with this process and will be reimbursed for these costs following your first session with clients.

Attestation:

By signing below, you attest that all of the information included in this application is accurate and this application does not include any “errors of omission.” By signing, you also consent to state and federal background checks being conducted to identify any criminal history.

Applicant Signature: _____ Date: _____

You will be notified in a timely manner regarding next steps with Blue Skies Behavioral Group. Always feel free to reach out with any questions and we look forward to being in touch soon!