



TLB Supports, Inc.

**P. O. Box 801852
Valencia, CA 91354**

Registered Behavior Technician® (RBT®)

Direct Intervention & Modeling Under Ongoing Clinical Supervision

Reports To: Clinical Supervisor (with clinical direction from Clinical Case Manager)

Job Summary

TLB Supports, Inc. is committed to providing high-quality, affirming Applied Behavior Analysis (ABA) services to individuals with autism and related developmental differences. The Registered Behavior Technician® (RBT®) delivers direct ABA intervention to clients under the close, ongoing supervision of a qualified BCBA, BCaBA, or Clinical Case Manager. RBTs implement individualized treatment plans with fidelity, collect accurate data, and uphold documentation standards that meet both clinical and payer requirements.

In addition to providing direct service, RBTs mentor Behavior Technicians (BTs) by modeling correct implementation of prompting strategies, reinforcement systems, and session structure. RBTs maintain professional, affirming, and culturally responsive interactions with clients, caregivers, and colleagues, and are responsible for protecting the integrity of all clinical and administrative processes related to service delivery.

Essential Functions

- Implement individualized skill acquisition and behavior reduction programs as designed by the supervising BCBA/BCaBA/CM.
- Deliver services in home, clinic, school, and community settings, adapting interventions to the environment as needed.
- Model correct implementation of prompting hierarchies, reinforcement strategies, and behavior intervention plans for BTs.
- Collect, record, and maintain objective, real-time data in Passage Health (or other approved system) for each session.
- Complete session notes to meet clinical, payer, and regulatory documentation standards.
- Support caregiver engagement by modeling generalization strategies and maintaining clear, respectful communication.
- Participate in supervision, training, and competency checks as required by BACB® standards and TLB Supports policy.
- Follow all safety protocols, including proactive and reactive behavior support procedures.
- Protect client confidentiality and uphold HIPAA compliance in all interactions and records.
- Maintain RBT certification in good standing, including meeting supervision requirements and renewing credentials as required.

Standards and Expectations

At TLB Supports, Registered Behavior Technician® are expected to embody the ARISE values—Accountability, Respect, Integrity, Scholarship, and Ethical Empowerment—in every aspect of their work.

Accountability

Arrive on time, prepared for sessions, and follow through on all responsibilities. Maintain accurate documentation, implement programs with fidelity, and meet timelines for note completion and data submission.

Respect

Engage with clients, caregivers, and colleagues in affirming, culturally responsive ways. Maintain a collaborative mindset and honor the lived experiences of those served.

Integrity

Follow treatment plans as written, report concerns transparently, and uphold client dignity. Ensure that all documentation and communications are honest, accurate, and compliant.

Scholarship

Actively participate in supervision, training, and feedback. Strive to understand the rationale behind interventions and apply learning consistently in sessions.

Ethical Empowerment

Model ethical practice for peers, promote client autonomy, and support a team culture where doing what is right is the expectation.

Responsibilities

Daily

- Provide direct intervention to assigned clients, implementing treatment plans as trained.
- Record all data and session notes in real time, ensuring accuracy and objectivity.
- Communicate any notable changes in client behavior, engagement, or environment to the Clinical Supervisor or Case Manager.
- Set up and clean up session materials, maintaining a safe and organized environment.
- Support BTs by modeling correct program implementation during shared sessions.

Weekly

- Attend scheduled supervision meetings, participating actively in feedback and skill development.
- Practice targeted clinical skills identified by the Clinical Supervisor.
- Review client data trends with the supervisory team to inform ongoing intervention.
- Participate in guided peer feedback and collaborative skill-building activities.

Monthly

- Complete all required training modules, checklists, and competency assessments.
- Engage in peer modeling or observation activities to enhance professional growth.
- Reflect on performance and update personal skill development goals with supervisor input.

Qualifications & Requirements

- Active RBT® certification in good standing with the BACB®.
- 1–2+ years of ABA experience preferred; strong communication and professionalism required.
- Must complete California Mandated Reporter training during onboarding.
- Must pass DOJ/FBI background check and TB test.
- Reliable transportation for travel between service sites; mileage reimbursement provided per company policy.

Physical Requirements*

- Ability to kneel, sit, walk, crouch, and engage in movement-based activities with clients.
- Capacity to lift or move up to 30 pounds for client support or session preparation.
- Ability to respond quickly to safety-related concerns.

*Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Work Location & Schedule

Varied environments (home, clinic, school, community) with variable schedules based on client needs.

Employment Type

Full-time/Part-time; Non-Exempt

Trademark Acknowledgment

RBT® and Registered Behavior Technician® are registered trademarks of the Behavior Analyst Certification Board® (BACB®). TLB Supports acknowledges the BACB's ownership of these marks.

Equal Employment Opportunity Statement

TLB Supports is an equal opportunity employer. We are committed to building a team that reflects the diverse communities we serve. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, ancestry, age, sex, sexual orientation, gender identity or expression, marital status, disability, medical condition, genetic information, military or veteran status, or any other characteristic protected under applicable federal, state, or local law.