



KidFirst ABA

FIRST THINGS FIRST

Job Title: Registered Behavior Technician (RBT)

Starting Wage: \$30/hr

Connect@kidfirstaba.com

Our Philosophy: Effective services and outcomes begin with putting first things first. Kids deserve effective, positive, trauma-informed and culturally sensitive ABA services. If that interests you, we would love to talk more.

Our Mission: To provide ABA services that are not only effective, but feel good and look good too. When our technicians knock on the door to start therapy, the kid should be running to the door and happy to see us. Every moment should look and feel like therapy - not work. That doesn't mean that every moment is smiley - sometimes we need to work through big feelings and tough challenges. Even when there are tough moments, we will support the kid with empathy, respect, and consistent expectations

Responsibilities:

- Provide 1:1 Applied Behavior Analysis (ABA) therapy to children with Autism, ensuring a supportive and nurturing environment.
- Embrace feedback from the BCBA to ensure the highest quality of care and program integrity.
- Teach and encourage socially acceptable replacement behaviors with empathy and patience.
- Maintain open and compassionate communication with the supervising BCBA about each client's progress.
- Carefully collect behavior data as outlined in the client's behavior support plan, always with the child's best interests in mind.
- Apply behavior therapy techniques as guided by the Behavioral Services Manager and Behavior Specialist, focusing on the child's individual needs.
- Support clients in moments of challenging behavior, which may include tantrums, aggression, self-injury, property destruction, or elopement, in a way that keeps the client safe and follows the behavior plan.

- Collaborate with the Behavioral Services Manager and Behavior Specialist to review data and progress, aiming to continuously improve the program for the child's benefit.
- Accurately document interventions and progress towards goals, ensuring timely updates to provide the best care possible.
- Attend required training and obtain ongoing certifications to stay current with best practices and provide the highest level of care.

Job Requirements:

- Be at least 18 years or older
- Maintain active Registered Behavior Technician (RBT) Certification by the BACB
- Have at least 1 year of experience with multiple clients with an ASD diagnosis
- Maintain active CPR/First Aid Certification
- Active certification or willingness to become certified in physical crisis management system
- Reliable and HIPAA compliant transportation to and from client's homes (family/friends may not drop you off or pick you up, but you may hire uber/taxi for example)

Benefits:

- Ongoing supervision and support. Your first week with a new client, you will be supervised 100% of the time. We do not believe in "here's your client, good luck!" and leaving talented people to fend for themselves. You will be shown what to do, how to do it, and given the opportunity to practice and get feedback. Your second week, you will receive 50-75% supervision; your third week you will receive 25-50% supervision, and thereafter you will receive *at least* 20% supervision each week.
- Professional development opportunities. We believe that just because you're good at your job, doesn't mean you don't want to be better. We will teach you cutting edge, trauma informed ABA so that you can always be growing in your craft.
- Training opportunities, compensated at your regular rate. We value your time and want you to know it. Your wage is your wage, regardless of whether you are working with a client or attending an ABA training.
- Paid Time Off (PTO), even for part time employees. It is an earn-as-you go scenario. You will be eligible to start earning PTO right away, and it will be based on how many hours you have worked already.