

Capable Without Conditions

Job Description



Position Title: Behavior Technician (Non-Certified)

Program/Department: Community Crisis Home (CCH)

Reports To: Program Administrator (Primary); Assistant Administrator (Secondary)

Classification: Hourly, Non-Exempt (Eligible for Overtime)

Position Summary

The Behavior Technician (non-certified) provides direct care, supervision, and support to individuals with developmental disabilities residing in a Community Crisis Home (CCH). Staff support individuals in achieving the highest possible level of independence, safety, health, and quality of life. Behavior Technicians (non-certified) implement individualized service plans and behavior support strategies while ensuring services are delivered in a respectful, person-centered manner. All services must comply with applicable regulatory requirements including Title 17 California Code of Regulations and Title 22 California Code of Regulations.

Minimum Qualifications

- High school diploma or GED required
 - Must be at least 18 years of age
 - Must pass DOJ/FBI background clearance and Community Care Licensing criminal record clearance
 - Valid California driver's license, proof of automobile insurance, and acceptable driving record
 - Current CPR and First Aid certification or ability to obtain upon hire
 - Minimum six (6) months experience working with individuals with developmental disabilities and behavioral challenges
 - Must complete required training including DSP-1 and DSP-2 within one year of hire
 - Must become a certified Registered Behavior Technician (RBT) within one year of hire
 - Must complete crisis intervention training (such as CPI, Ukeru, or other approved methods)
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Required Skills and Competencies

- Strong interpersonal and communication skills
 - Ability to remain calm and professional in crisis situations
 - Commitment to person-centered services
 - Cultural awareness and respect for diversity
 - Ability to maintain professional boundaries and confidentiality
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Essential Functions and Responsibilities

Direct Care and Resident Support

- Provide direct supervision and support to residents in accordance with Individual Service Plans (ISP) and Individual Behavior Support Plans (IBSP)
- Assist residents with activities of daily living (ADLs), including hygiene, grooming, dressing, meal preparation, feeding, and mobility support
- Promote independence and skill development through structured routines and daily activities
- Maintain dignity, rights, and confidentiality of all residents

Behavioral Support

- Implement approved behavior support plans and intervention strategies
- Utilize positive behavioral supports and de-escalation techniques
- Document and report behavioral incidents according to program and regulatory requirements

Health and Safety

- Monitor resident health and well-being and report changes to supervisory staff
- Assist with medication administration in accordance with physician orders and program policies
- Follow infection control and universal precaution procedures
- Maintain a safe and clean home environment consistent with regulatory requirements
- Respond appropriately to emergencies and follow established emergency procedures

Program Participation

- Assist residents in community activities and recreational opportunities
- Assist with transportation to appointments and activities when assigned
- Participate in staff meetings, trainings, and program development activities

Documentation

- Maintain accurate and timely documentation including but not limited to progress notes, medication administration records (MAR), incident reports, and behavioral data
- Maintain records in compliance with regulatory standards

Mandated Reporter Requirement

Employees are required to comply with mandated reporter laws and must report suspected abuse or neglect of residents in accordance with applicable law and organizational policies.

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Regulatory Compliance

Employees must comply with all applicable laws, regulations, and program policies including Title 17 California Code of Regulations, Title 22 California Code of Regulations, Department of Developmental Services requirements, Regional Center standards, and Community Care Licensing regulations.

Work Environment and Physical Requirements

This position operates in a residential environment supporting individuals with developmental disabilities and behavioral challenges and their staff who support them. Employees may be exposed to stressful situations. This position requires frequent standing, walking, bending, and assisting clients with mobility. Staff may be required to lift or support up to 50 pounds and assist with physical transfers. Employees must be able to respond quickly to behavioral or medical emergencies and may work in environments with variable noise levels, movement throughout the residence, and must actively engage with clients. Work may involve both indoor residential activities and outdoor activities / community outings with clients. Various shifts are required, including evenings, overnights, weekends, and holidays to maintain coverage.

Equal Employment Opportunity

The organization is an Equal Opportunity Employer and does not discriminate based on race, color, religion, sex, gender identity, sexual orientation, national origin, disability, veteran status, or any other protected status under applicable law.

At-Will Employment Statement

Employment with the organization is at-will. This means that either the employee or the employer may terminate the employment relationship at any time, with or without cause or notice, consistent with applicable law.

Additional Information / Other duties

This job description outlines the primary duties and responsibilities of the role but is not intended to be an exhaustive list of all work requirements. The employee may be required to perform other duties as assigned. Management reserves the right to modify job duties or responsibilities at any time to support organizational needs.

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Acknowledgment

I acknowledge that I have received and reviewed the job description for the position listed above. I understand that this job description is intended to describe the general nature and level of work performed and is not an exhaustive list of all duties or responsibilities.

Employee Name: _____

Employee Signature: _____

Date: _____

Supervisor Signature: _____

Date: _____