

About the Role

Position Summary: The BCBA Behavior Specialist is responsible for the behavior and psychology needs for individuals receiving services. The BCBA will provide support to individuals by coordinating and providing services in Applied Behavior Analysis, function analyses and assessment, behavior acquisition and reduction procedures, and adaptive life skills. They will oversee programming of associate behavior analysts and provide ongoing support and supervision to Direct Support Professionals (DSP) as it relates to the implementation and documentation associated with Behavior Support Plans.

Responsibilities:

- Write behavior support plans, behavior guidelines, and monitoring plans to outline the use of proactive approaches, SCIP-R, restrictions and/or psychotropic medications used to address behavioral concerns.
- Update all assigned paperwork as needed, obtain necessary signatures for approval, including parent/guardian and human rights committee when applicable.
- Review all behavior support plans and document no less frequently than semi-annually. Include a review and analysis of the frequency, duration and/or intensity of restrictive/intrusive interventions and/or limitations on a person's rights included in the behavior support plan.
- Ensure all residential and day habilitation staff are trained in the implementation of all restrictive plans.
- Conduct annual Risk Assessments for each Individual that has a Behavior Plan and when a new Individual is accepted for admission.
- Conduct annual Functional Behavioral Assessment for each Individual with a Behavior Plan and when a new individual is accepted for admission.
- Review monthly Behavior Tracking and Monitoring data from houses/day hab in preparation for writing consultations and to consider modifications to Behavior Plans.- same as above
- Review behavior reports (GERS) - those that involve behaviors or physical interventions or PRNs
- Attend Human Rights Committee meetings as needed.
- Provide staff with documentation tools, monitor data and address concerns as needed.

- Designing and implementing data-driven training programs to teach new skills, improve task performance, and boost motivation.
- Collaborate with Training Coordinator regarding SCIP-R interventions, restrictions used to address behavioral concerns.
- Attend treatment team meeting for assigned person. Develop treatment/behavioral goals and intervention methods in collaboration with treatment team and that can be integrated into aspects of resident's programs.
- Provide guidance and monitoring during direct crisis as needed.
- Be present in the houses for behavioral care of residents, participation in staff meetings, and "hands-on" clinical/behavioral trainings of staff for at least three hours per day.
- Work closely with Managers to ensure that treatment plans are coordinated, and that residents' needs are met via ongoing, continually active treatment and engagement in the houses
- Conduct treatment integrity assessments to ensure that day habilitation and residential staff members are conducting behavioral interventions as written in behavioral intervention plans, according to guidelines, and according to empirically supported/best practices approaches.
- Stay up to date with OPWDD regulations and training.
- Preparing Psychiatric/Counseling Consults forms – one for each psych appointment
- Follow up on Psych/Counseling Consult forms – being sure follow up appointments are scheduled, new medications are communicated to RNs, and forms need to be reviewed within 24 hours
- Review and approve Behavior Support Plans – approving plans prepared by the Behaviorist this must be done in person with the behaviorist and signed off on prior to implementation
- Review Med Consent forms – forms completed by Behaviorist
- Diagnostic Assessments – preparing materials for review by PhD for such things as Alone Time assessment
- Perform any related duties as requested by the VP of Clinical Services and/or the Executive Director

Physical Demands:

The physical demands described here are representative of those that must be met by an employee in order to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with

disabilities to perform the essential functions of this position. While performing the duties of this position, the employee is regularly required to stand, walk. The employee is occasionally required to sit, climb, balance, stoop, kneel, crouch and crawl. The employee must be able to lift up to 20lbs.

Conditions of Employment:

Conditions of Employment: The employee agrees to comply with the Corporate Compliance Policy and all laws, rules, regulations and standards of conduct relating to the position. All staff must pass all NYS Justice Center Background Check Requirements (if required), and Physical. In addition, the employee has a duty to report any suspected violations of the law (including any motor vehicle infractions) to the Human Resources Department.

In Flight is an Equal Opportunity Employer

Benefits are offered to positions of 30 hours or more.

- Generous benefits including 403(b), medical, dental, and vision insurance.
- Up to 3 weeks PTO with additional 56 hours for sick time
- Tuition Reimbursement
- Supplemental benefits

Requirements

- Must have a National Board certification in behavior analysis (Board Certified Behavior Analyst- BCBA) and a Master's degree in behavior analysis or a field closely related to clinical, or community psychology approved by OPWDD.
- OPWDD approved specialized training or experience in functional assessment techniques and behavior support plan development.
- Experience working with individuals who are dually diagnosed with developmental disabilities and mental health issues preferred.
- 3-5 years of experience working directly with individuals with developmental disabilities, including the development, implementation, and monitoring of behavior support plans.
- Providing supervision and training to others in the implementation of behavior support plans.

- Must hold or obtain and maintain certification in SCIP-R and CPR (Revised SCIP-R OR SCIP R Restrictive)
- Valid NYS driver's license.

Qualifications:

- Demonstrate the skills, knowledge and abilities to understand, implement, and impact regulatory guidelines and professional standards.
- Practice within and influence others to follow external and internal guidelines governing the facility and one's professional guidelines; internal guidelines include, but are not limited to OPWDD standards, In Flight policies and procedures, credentialing and staff development.
- Experience in Risk Assessment Recognizing and characterizing risks and evaluating their significance to support decision- making.
- Use of skill acquisition programs to replace challenging behaviors with more functional and socially acceptable ones
- Incorporate the summation and analysis of behavioral data into the creation, maintenance, and revisions of behavioral intervention plans.
- Demonstrate significant knowledge of principles of learning and training methods based upon empirically supported/best practices approaches (i.e., behavior therapy, cognitive-behavior therapy, applied behavior analysis)
- Observing and accurately recording behavior, identifying patterns in antecedents and consequences, understanding the five functions of behavior (medical, escape, attention, tangible, sensory), analyzing data to form a hypothesis about the behavior's function, interviewing stakeholders to gather information, developing and implementing interventions based on the identified function, and effectively communicating findings to relevant parties; essentially requiring a strong understanding of behavior analysis principles and the ability to collect and interpret data objectively.
- Ability to work collaboratively while also meeting expectations independently under general supervision.
- High level of organizational skills. Outstanding written and verbal communication skills.
- Basic computer skills are required. Expertise in goal writing and implementation of individuals' program plans within an electronic medical records system.