



Behavior Analyst

For more information contact: hr@italianhome.org

POSITION OVERVIEW

The Behavior Analyst (BA) works in Italian Home for Children's In-Home Applied Behavior Analysis and In-Home Behavior Services programs, providing families with support, assessment, and interventions to address a child's developmental and behavioral needs related to his/her diagnosis. The Behavior Analyst works as part of a team and oversees/guides the Assistant Behavior Therapist on how to implement behavior modification plans with the child as well as to track the progress the child is/is not making through data collection. The Behavior Analyst provides parent coaching as well as studies the data to track progress and make adjustments to the behavior plan.

The BA will make an impact on the family's quality of life, communication styles, and stability of the home. By traveling to the home, the BA works intensively with the parents and child in their environment on establishing structure and rules, developing independent skills, teaching self-regulation and soothing, and other such behavior management interventions. The BA may also make phone calls in consultation to other providers/schools involved to hear about the child's progress across other domains.

The intent of this job description is to provide a representative summary of the duties and responsibilities that will be required of the position, but additional responsibilities may be required. Employees are expected to perform job related tasks other than those specifically presented in this description.

ESSENTIAL FUNCTIONS

Assessment and Treatment Planning

- Perform periods of observation and utilize assessment tools to determine behaviors and skills
- Identify goals and objectives in conjunction with family and other providers' input
- Attend team and school meetings and perform school observations initially and regularly
- Design and supervise interventions; provide coaching and modeling for Assistant Behavior Therapist and caregivers based on evidence based practices to implement objectives and teach replacement behaviors.
- Run social skills programs for children
- Monitor progress or lack thereof on goals/objectives of behavior treatment plan
- Address some of the following domains: cognitive functioning, safety, socialization, play and leisure, community integration, vocational skills, coping and tolerance skills, self-help skills, language and communication, attending and social referencing, and reduction of interfering or inappropriate behaviors
- Participation in planful and meaningful discharge processes
- Develop positive connections and rapport with the child and family

Documentation

- Complete Functional Behavior Assessment and Behavior Action Plan
- Create individualized treatment plans with clearly stated, measurable goals and objectives with regards to skills training, reinforcers, triggers, graduated exposure, and more
- Complete written progress notes about content of each session in electronic medical record
- Document observations of the youth in school, home, and community environments
- Design documentation of data analysis with baseline behaviors then ongoing patterns of improvements/setbacks including frequency, rate, symptom intensity, and duration
- Obtain authorization for ongoing care/interventions for ABA and IHBS teams from private or public insurance plans
- Document work with collateral contacts or failed attempts to reach them
- Oversee creation of safety/risk plans as needed during times of crisis
- Provide discharge summary and recommendations upon client graduation from ABA or IHBS programs

Collateral Contact

- Work as part of a system of care team and attend regular team meetings to discuss progress
- Structure interviews with the child, family, and collaterals and provide leadership and modeling for strong teamwork
- Communicate regularly with collaterals to obtain updated clinical information and provide updates about progress in treatment

Other duties

- Provide supervision and direction to the Assistant Behavior Therapist on the ABA team
- Prepare and facilitate trainings with other staff
- Attend weekly individual supervision, weekly team meeting, and mandatory on-boarding and annual trainings
- Participate fully in supervision and respond to directives provided by supervisor
- Local travel to client homes and other community settings daily
- Follow all program policies and procedures
- Participates in on-call rotation for clients

ESSENTIAL QUALIFICATIONS

- Licensed Applied Behavior Analyst (LABA) required.
- Board Certified Behavior Analyst (BCBA) with LABA preferred
- Strong leadership skills and ability to oversee paraprofessional staff in an in-home ABA program
- Superior interpersonal and teamwork skills
- Ability to take initiative and guide behavioral treatment for youth
- Experience working with productivity requirements preferred
- Experience with insurance authorizations preferred
- Must have a reliable vehicle and a valid driver's license and be willing to travel within the specified region up to 75% of the time
- Knowledge of Microsoft Office Suite (Excel, Word, Outlook, PowerPoint); ability to collect and interpret data in Excel or other software
- Bilingual individuals strongly encouraged to apply (but not required)
- Commitment to highest quality of care
- Patience, empathy, compassion
- Sound and appropriate judgment, especially during crises
- Superior organizational skills; consistent and strong attention to detail
- Discretion regarding confidentiality of clients/their histories, families, and co-workers
- Demonstrated ability to model, teach, and support
- Ability to understand and implement agency and program treatment philosophy
- Flexibility in action, thinking, and scheduling; reliable
- Demonstrated ability to accept and give critical feedback
- Follow up and follow through on tasks; able to prioritize
- Skilled in working autonomously to meet clients' needs, complete documentation, make own schedule, and reach productivity expectations
- Excellent verbal and written communication skills
- Strong commitment to Italian Home's values, philosophy and mission

COMPENSATION

Commensurate with experience; excellent benefits and great work environment

START DATE

Immediately

LOCATION

Boston, MA area

