



## Registered Behavior Technician (RBT) Job Description

Assist the Board Certified Behavior Analyst (BCBA) and/or Special Educator in providing evidence-based behavioral and educational programming to assigned students. Foster a supportive and structured environment that promotes skill development, independence, and social-emotional growth for students with autism and other developmental disabilities.

Work collaboratively with the BCBA, Special Educator, Related Services Providers, and classroom team to implement behavior analytic interventions that align with each student's treatment plan and Individualized Education Program (IEP).

### Essential Duties & Responsibilities

Implement individualized behavior intervention plans (BIPs) and skill acquisition programs under the supervision of a BCBA or qualified supervisor.

Follow IEP recommendations, treatment protocols, sensory and communication plans consistently.

Collect and record accurate, objective data on targeted behaviors and skill acquisition.

Graph and summarize data as directed to support progress monitoring.

Assist with the preparation of teaching materials and environmental arrangements to support behavior plans.

Support students during community-based instruction while ensuring safety and appropriate behavior.

Implement crisis intervention and de-escalation procedures following Safety-Care or equivalent training, and only when necessary.

Participate in ongoing training, supervision, and competency assessments to maintain RBT certification.

### Student Support

Deliver one-on-one or small group instruction using Applied Behavior Analysis (ABA) principles.

Encourage functional communication, adaptive skills, and social engagement.

Use reinforcement strategies, prompting hierarchies, and task analysis to promote independence.

Monitor and document changes in student behavior and communicate observations to supervisors promptly.

Build and maintain positive rapport with each student through consistent and respectful interactions.

Utilize crisis prevention strategies to ensure a safe and therapeutic learning environment.

### Team Collaboration

Collaborate with BCBAs, Special Educators, and team members to ensure program fidelity and consistency.

Participate in team meetings, case reviews, and professional development activities.

Communicate effectively with colleagues, supervisors, and families in a professional and supportive manner.

Assist in maintaining a clean, organized, and safe learning environment.

### Compliance

Maintain confidentiality of all student information in compliance with HIPAA and FERPA regulations. Adhere to ethical standards outlined by the Behavior Analyst Certification Board (BACB).

Follow school, district, and state policies and procedures related to student safety, data collection, and reporting.

## Qualifications

### Education

**Required:** High School Diploma

**Preferred:** Bachelor's Degree in Psychology, Education, Applied Behavior Analysis, or related field

### Certification

**Required:** Registered Behavior Technician (RBT) credential through the BACB (or obtained within 6 months of hire)

**Preferred:** Current Safety-Care or CPI certification

### Experience

Minimum one (1) year experience working with individuals with autism or developmental disabilities. Experience implementing ABA principles in school, clinic, or home settings preferred.

### Knowledge, Skills, and Abilities

Strong understanding of Applied Behavior Analysis (ABA) and child development.

Ability to collect, interpret, and report behavioral data accurately.

Excellent communication, problem-solving, and organization skills.

Ability to remain calm and professional in high-stress situations.

Commitment to maintaining a positive, student-centered attitude.

Proficiency in Google Workspace and basic data entry systems.

### Physical Requirements

This role involves active participation in the classroom and may include lifting, assisting, and supporting students during instruction or behavior interventions.

#### **Regular Activities**

Sitting, handling instructional materials, exerting up to 20 lbs. of force.

#### **Frequent Activities**

Standing, walking/running, reaching, handling, exerting up to 40 lbs. of force.

#### **Occasional Activities**

Lifting up to 25 lbs., climbing, balancing, stooping, kneeling, crouching, crawling, pushing, pulling, and exerting up to 80 lbs. of force.

### Safety

Staff must maintain Safety-Care (or equivalent) certification and use approved crisis management techniques only when necessary and in accordance with training and IEP/BIP guidelines.