

## RBT Job Description

### What is the role of an RBT?

As a Registered Behavior Technician (RBT), you will work under the close and consistent supervision of a Board Certified Behavior Analyst (BCBA). Your primary responsibility will be the direct implementation of behavior-analytic services, following treatment plans and intervention strategies designed by BCBA's to promote skill acquisition and reduce challenging behaviors. Through evidence-based Applied Behavior Analysis (ABA) techniques, you will help children with autism spectrum disorder (ASD) and other special needs develop essential communication, social, and adaptive skills, fostering greater independence and quality of life.

### Minimum Requirements:

- 40 Hour RBT Training Certificate
- Completion of at least 1 year of college and active enrollment in a relevant degree program.
- Professional proficiency in English and ability to communicate effectively both orally and in writing.
- Ability to pass a comprehensive level 2 background check.

### Preferred Qualifications:

- RBT Certification
- Medicaid Provider #
- Bachelor's in psychology or related field
- Professional experience working with children

### Daily RBT Responsibilities include:

- **Direct therapy:** Implement skill acquisition and behavior reduction programs to young children with autism and special needs as outlined in treatment plans and instructed by BCBA supervisors utilizing ABA principles and techniques.
- **Data Collection:** Collect accurate data on target behaviors and skill acquisition programs to track client progress.
- **Documentation and Compliance:** Complete timely session notes according to Company guidelines, obtain caregiver signatures, and maintain personal schedules in practice management system.
- **Session Preparation and Organization:** Prepare activities, update schedules as needed, and ensure therapy program materials are organized and ready for use. Maintain cleanliness and order in therapy spaces and client supplies.
- **Team Collaboration and Support:** Offer flexibility in covering sessions and assist team members with tasks as needed.
- **Commitment to Company Culture:** Participate in company initiatives, celebrate team achievements, foster a positive and collaborative workplace, and uphold the values and mission of Pivotal Achievements LLC in all aspects of work to enhance client care, strengthen Company culture, and support team cohesion.
- **Commitment Client-Centered Care:** Prioritize client dignity, needs, and goals with attentive and compassionate care.
- **Professionalism, Ethics, and Communication:** Communicate professionally with all team members, maintain a professional appearance, uphold ethical standards, follow confidentiality guidelines, and adhere to all company policies and procedures.
- **Training and Professional Development:** Participate in ongoing trainings and team meetings to stay informed about clinical practices, company policies, and organizational changes, ensuring alignment with the latest ABA practices and Company standards.
- **Physical Requirements:** Demonstrate ability to engage in physical activity for extended periods with children as therapy sessions can involve lifting, bending over, physical play, rapid movements, kneeling, squatting, jumping and fast paced walking.

### What We Offer:

- **Positions:** Full-time and part-time roles available during regular business hours (8:00am-5:30pm), allowing time for family, school, or self-care in the evenings.
- **Compensation:** Competitive hourly rates with W-2 employment, direct deposit, and bi-weekly pay. Full-time RBTs average 35-40 hours per week (\$682-\$1000); part-time RBTs average 25-27 hours per week (\$487-\$675).
- **PTO:** Paid Time Off for mental health days, birthdays, and accrued PTO days.
- **Retirement Plan:** 401(k) with employer match.
- **Paid Non-Billable Time:** Compensation for session preparation, team meetings, trainings, and onboarding.
- **Cancellation Coverage:** Paid admin time for last-minute cancellations, based on clinic needs.
- **Supervision and Support:** Weekly/bi-weekly 1:1 supervision, daily support, and guidance from BCBA's—provided at no cost to BTs/RBTs, with full pay included during supervision.
- **Materials Provided:** All therapy program materials, client-specific reinforcers, and office snacks supplied.
- **RBT Certification Support:** Assistance with RBT certification, including help with the competency assessment.
- **Liability Insurance:** Coverage under the company's professional liability insurance.