



BEHAVIOR SPECIALIST I

POSITION DESCRIPTION:

Provide a consistent therapeutic milieu through direct care and supervision of residents.

KEY AREAS OF RESPONSIBILITY:

1. Ensure the integrity and consistency of the program structure and routines.
2. Plan and direct all daily program activities. Provide direct, consistent supervision to teach residents skills necessary to function within a family and the community.
3. Assist residents to gain the skills to live in a less restrictive setting.
4. Maintain appropriate personal and professional boundaries and awareness in regards to residents, families, co-workers, and community resources, etc...
5. Consistently role model appropriate behaviors, emotions, and communication skills, i.e., anger management, conflict resolution, and problem solving skills.
6. Utilize verbal de-escalation skills during crisis intervention to include Emotional First Aid and other TCI-approved verbal de-escalation techniques.
7. Utilize approved behavior management techniques including use of de-escalation room and passive physical restraint when de-escalation and/or physical intervention is necessary for crisis management.
8. Participate in treatment planning meetings (multi-disciplinary teams) to develop treatment plans for residents.
9. Aid clients in reaching goals and objectives as outlined by milieu program, individual treatment plans, behavior management plans, and individualized treatment programs through therapeutic interventions.
10. Approach families in a manner consistent with agency and program philosophy, treatment plans, placement plans, and individual treatment programs.
11. Complete and maintain all required documentation pertaining to residents, i.e., daily logs, medication reports, restraint records, incident reports, etc.
12. Utilize agency policies when responding to emergencies.
13. Perform bedroom checks during evening and overnight shifts at random intervals no more than 20 minutes apart (9:00 p.m. - 7:00 a.m.) or as directed by supervisor.
14. Attend and participate in scheduled shifts, staff meetings, program development meetings, trainings, and staff retreats.
15. Promote effective team work, cooperation and communication among program personnel.
16. Participate in in-house orientation and training sessions to increase professional ability at a minimum of 30 hours per year.
17. Seek and/or utilize feedback provided by supervisors for professional development.
18. Maintain a safe environment by reporting facility safety concerns to appropriate staff.
19. Maintain all necessary credentials per agency and licensing requirements.
20. Demonstrate a high degree of skill in communication and positive interaction with all Ryther employees, prospective employees, external agencies/companies, and the community at large.
21. Perform all other duties as assigned.

ESSENTIAL JOB REQUIREMENTS:

1. Commitment to the Vision, Values and Mission of the agency.
2. Acceptance of a variety of lifestyles, behaviors, cultural, and spiritual practices.
3. 21 years of age.

4. Bachelor's Degree in a behavioral science or high school education with at least two years combination of experience and training working with children, youth, and families in residential/home-based programs.
 5. Ability to maintain awareness of culturally relevant issues while interaction with clients, families, co-workers, and community members.
 6. Ability to work within a strengths-based model.
 7. Knowledge and understanding of family-centered practice principles.
 8. Valid Washington state driver's license.
 9. Full time Behavior Specialists must have the ability to drive agency vehicles and have a good driving record.
 10. Ability to exercise discretion and maintain customer and employee confidentiality.
 11. Ability to work within the framework of a therapeutic milieu.
 12. Effective written and verbal communication skills.
 13. Flexibility and ability to work a varied schedule including evenings, overnights, weekends, and holidays.
 14. Ability to perform verbal de-escalation and physical intervention restraints.
 15. Ability to perform a range of physical motions including but not limited to:
 - ◆ lifting and carrying up to 50 lbs.,
 - ◆ standing, walking, sitting for long periods of time,
 - ◆ kneeling, squatting, and stooping,
 - ◆ running for brief periods of time,
- Ability to use the senses of sight, hearing to effectively supervise resident-customers.
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Please email, fax, or mail your cover letter and resume to:

jobs@ryther.org

F: 206-525-9795

Personnel
Ryther
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Ryther is committed to equal opportunity principles which provide for the recruitment of women, handicapped persons, members of ethnic minority groups, disabled veterans of the Vietnam era, and protected age groups.