



POSITION TITLE:	Behavior Clinician
DEPARTMENT:	All
POSITION TYPE:	Exempt
REPORTS TO:	CEO

**POSITION PURPOSE:**

The Behavior Clinician works one-on-one with people to address the behaviors identified. The Behavior Clinician also assists in the development of replacement behaviors such as appropriate expression of emotions, assertiveness, communication skills, coping skills and pro-social skills. The Behavior Clinician position also includes training of staff who work with a person as well as the meeting State mandated documentation requirements

**ESSENTIAL FUNCTIONS:**

1. Maintain a positive and enthusiastic attitude.
2. Absolute commitment to creating and maintaining a positive work environment.
3. Consistently willing to go out of the way to help others, take initiative to improve client-centered service delivery, and identify solutions (not just problems) related to improving work conditions.
4. Insists on a quality-focused experience for persons being served
5. Maintain regular and open communication with internal staff, family members, guardians, and external team members to ensure continuous coordination of services. Communication is a critical component of role.
6. Review written records and history of the individual referred for BSP development.
7. Provide recommendations regarding the type of environment, level of support, risk management strategies and other supports that would be required to provide support to the individual.
8. Observe and interview individual for an on-site review.
9. Conduct interviews to direct support staff as well as others who have working knowledge of the individual, including, but not limited to, care coordinators, social workers, family members, day program and/or residential staff.
10. Write behavior support plan based on the assessment information obtained.
11. Provide training for staff on the proper use of specified data collection techniques.
12. Analyze or synthesize client data to draw conclusions or make recommendations for behavior services.
13. Observe staff in their interactions with the individual served and implementation of the BSP.
14. Make periodic visits to the individual's natural environment to observe implementation of the plan, assess the need for plan revisions, and assure that the direct support staff are implementing the plan as written.
15. Attend team meetings as needed to discuss BSP and other support needs.
16. Maintain contact with outside entities on status of referrals, assessments, staff trainings, etc.
17. Conduct information sharing sessions, such as in-service workshops for other professionals, potential client groups, or the general community.
18. Build a client base throughout Northwest Indiana.
19. Will serve as expert advisor for general Paladin behavioral questions, protocols, plans, procedures and policies.
20. Will receive training to serve as crisis prevention and intervention trainer.
21. Attends necessary meetings, in-services, and professional development activities.

22. Follows all agency policies and procedures regarding the use and release of confidential information and confidential protected health information.
23. Complies with Paladin human resource and fiscal policies, Employee Handbook, county, state and federal laws and regulations as they relate to Paladin, Inc.

**KNOWLEDGE AND SKILLS:**

- Ability to communicate effectively with a wide range of internal and external stakeholders.
- Ability to independently organize time and duties to conduct the daily, weekly and monthly responsibilities.

**MENTAL REQUIREMENTS:**

- Ability to work with a variety of individuals and agencies to effectively and efficiently coordinate services.
- Work with minimal supervision.
- Ability to handle multiple tasks and/or demands
- Ability to work as a team member to facilitate service delivery.
- Patience and diplomacy when dealing with difficult clients, staff, and other agencies.
- Ability to handle stress.

**EDUCATIONAL AND EXPERIENCE REQUIREMENTS:**

- Master's degree in: clinical psychology, counseling psychology, school psychology, or another applied health service area of psychology; special education, social work, or counseling.
- May also be a licensed marriage and family therapist under IC 25-23.6; a licensed clinical social worker under IC 25-23.6; or a licensed mental health counselor under IC-25-23.6.
- Must have sensitivity to elderly and developmental disability environments
- Must be able to physically assist individuals to and from, and in and out, of assigned motor vehicle.

**ADDITIONAL INFORMATION:**

- Required to change work and/or personal schedules to meet time requirements of position.
- Responsible for the safety of all staff and clients under his/her care.
- May be asked to serve on various agency committees.

Supervisor: CEO

Supervisor at Hire: See Start Letter and/or Org Chart or Staff Roster

Notice: This job description is not intended to be, nor should it be construed as a contract for employment. Paladin, Inc. makes no guarantee of permanent employment. This job description is to be used as a guideline to give you an understanding of what Paladin has defined this position to be.

Developed: 1/2018