

YELLOWSTONE ACADEMY

Position Title: Behavior Specialist
Department: Yellowstone Academy – Mental Health Center
Supervisor: YA Mental Health Center Clinical Supervisor
Work Schedule: Professional, hourly position to follow program schedule as assigned by Director of Education and provision of required direct service hours. Evening work with youth and family on an as needed basis.

Purpose: Provide/implement quality therapeutic treatment to children with emotional and psychiatric problems in order to maintain them in the school/home/community environment.

Minimum Qualifications and Competencies:

1. Bachelor's degree in psychology, social work or a related field or 4 years equivalent experience
2. Ability to attain certification in MABPRO within 30 days of employment
3. Valid Montana drivers license and good driving record
4. Ability to work in cooperation and collaboration with treatment team and school personnel
5. Ability to relate and build rapport with youth and families therapeutically
6. Ability to facilitate group therapeutic interventions
7. Ability to be flexible, accommodating and work independently
8. Ability to plan and implement creative activities to meet needs and interests of youth
9. Ability to remain calm and provide crisis de-escalation which may include physical restraints
10. Ability and willingness to accept direction and feedback from supervisor
11. Knowledge of and ability to maintain professional therapeutic boundaries and confidentiality with youth and families
12. Ability to meet charting responsibilities and deadlines for billing

Essential Functions of the Position:

1. Provide multiple hours of direct face to face contact, behavioral intervention and guidance to students.
2. Provide quality therapeutic behavior interventions within the youth's classroom, lunchtime, before school, after school and recess based on the needs of the youth.
3. Provide input and work together with the Program Therapist to create/update and implement treatment plans for all youth on caseload.
4. Establish and maintain effective working relationship with the Program Therapist. Meet weekly, at a minimum, with the Program Therapist for consultation regarding the youth and families being served.
5. Complete, submit, and verify accuracy of paperwork, including but not limited to progress notes, intake paperwork, etc., while maintaining Performance Quality Improvement (PQI) standards as set forth by School Administration.
6. Attend meetings in order to provide consultation in relation to student progress and planning.
7. Establish and maintain effective working relationships with school administrators and school personnel, and engage in regular supervision.
8. Intervene in crisis in a calm appropriate manner that maintains staff and youth safety.
9. Work effectively with youth in groups and co-facilitate with the Program Therapist.
10. Complete other duties as assigned by supervisor.

Responsibilities to the Organization:

1. Contribute to the strategic goals and outcomes of the agency as measured by the development and achievement of individual, departmental, and organizational goals and outcomes.
2. Deal constructively and helpfully with all other members of the organization.
3. Fully support and model the mission and values of YBGR.
4. Adhere to all policies, systems, safety requirements, and procedures of the organization.
5. Take the initiative to identify problems and seek out solutions.
6. Be a professional representative of the organization to those outside it.
7. Participate and engage in monthly supervision/coaching meetings with supervisor.
8. Be aware of the cultural and socioeconomic characteristics of persons served.
9. Participate in required training as appropriate to the position and beneficial to YBGR.