

Empowering people with autism  
To lead a lifestyle they are proud of



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## Behaviour Technician Job Description

Behaviour Technicians are skilled practitioners who work directly with individuals with intellectual disabilities, and their teams on specific goals. For example developing prosocial, independence skills, or reducing harmful behaviours. This is achieved with support and supervision from a Board Certified Behaviour Analyst (BCBA).

To competently fulfil their role, Behaviour Technicians will have:

- 1) Undertaken specific training in applied behaviour analysis
- 2) Demonstrated their competence to practice
- 3) Demonstrated their understanding of applied behaviour analysis - by passing an behaviour technician exam
- 4) An ongoing commitment to continuing professional development in the field of applied behaviour analysis, as this evolves and is shaped by advances in the field

### Reporting & Supervision

At Green Light PBS Ltd, Behaviour Technicians are assigned to various locations to focus on the needs of particular individuals supported by particular teams. Green Light's teams are led and supervised by Registered Managers, legally responsible and accountable for the provision of any [regulated activity](#) the team may be engaged in providing, for example; 'personal care'. As such, the Behaviour Technician will report to the Registered Manager leading the team they are assigned to on all matters relating to the regulated activities being provided.

In addition to this, there are specific Behaviour Technician supervision requirements applying to them which relate to support plans or strategies that they are responsible for implementing and reporting on. This supervision must be provided at the required level, by a suitably qualified and competent supervisor; ordinarily a Board Certified Behaviour Analyst who has undertaken the required supervision training.

## Behaviour Technician Duties

- Act in accordance with:
  - [The Registered Behaviour Technician Ethics Code](#) that applies to your profession and any [UK Society for Behaviour Analysis](#) equivalent that may be introduced in due course.
  - The [Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England](#) applies to this role, meaning workers should:
    1. *Be accountable by making sure you can answer for your actions or omissions.*
    2. *Promote and uphold the privacy, dignity, rights, health and wellbeing of people who use health and care services and their carers at all times.*
    3. *Work in collaboration with your colleagues to ensure the delivery of high quality, safe and compassionate healthcare, care and support.*
    4. *Communicate in an open, and effective way to promote the health, safety and wellbeing of people who use health and care services and their carers.*
    5. *Respect a person's right to confidentiality.*
    6. *Strive to improve the quality of healthcare, care and support through continuing professional development.*
    7. *Uphold and promote equality, diversity and inclusion.*
- The care, safety & supervision of people being supported by the company.

## [Task List Duties](#)

The Behaviour Analyst Certification Board's (BACB) Registered Behaviour Technician Task List provides the following as primary tasks likely to be performed by behaviour technicians with some, but not necessarily all, individuals they are involved with supporting:

1. **Measurement of behaviour** (e.g. prepare for data collection, implement continuous measurement procedures, enter data and update graphs, etc.)
2. **Assessment** (conduct preference assessment, assess with individualised assessment procedures)
3. **Skills acquisition** (prepare the session for skills acquisition plan, use contingencies of reinforcement, implement discrimination training, etc.)
4. **Behaviour Reduction** (describe common functions of behaviour, implement differential reinforcement procedures, implement interventions based on modification of antecedents such as motivating operations and discriminative stimuli, etc.)
5. **Documentation & Reporting** (effectively communicate with their supervisor, BCBA, in an effective way, effectively seek clinical direction in a timely manner).
6. **Professional conduct & scope of practice** (respond appropriately to feedback and improve performance accordingly, maintain professional boundaries).

The Behaviour Technician's supervisor will determine any behaviour analytic activities outside of the Task List that a Behaviour Technician is competent to perform as a Behaviour Technician.

## **Training**

- Participate in the training of team members to implement plans developed by the Board Certified Behaviour Analyst:
  - Presenting plans to the team
  - Modelling plans to the team
  - Providing appropriate feedback to improve performance of the team
  - Participate in the collection of the data to monitor performance

## **General Duties**

- Act to meet the individual needs of people supported by Green Light.
- Assist in the development of our understanding of those needs and how these should be best met.
- Develop effective working relationships and communication with colleagues, supervisors and other stakeholders.
- Identify, report and minimise risks to people (e.g. risks to people being supported, to yourself, to colleagues and to members of the public)
- Cooperate with the development & implementation of:
  - Company policies & procedures
  - Individual strategies, approaches and care plans aiming to safely and effectively meet people's needs
  - Plans, structures and routines agreed by the Registered Manager to ensure the safe and effective running of the home
- Ensure the home is safe, clean, tidy and well-maintained inside and out and that resources under your control are safe, well cared for and fit-for-purpose. (e.g. vehicles or equipment provided)
- Respect the fact that the role will involve access to privileged information about the needs of individuals, their families and representatives and that there is a need to respect and maintain confidentiality and data security.
- Ensure that you maintain personal integrity and can be approached by employees with worries or concerns, knowing this will be dealt with professionally, in confidence.
- Ensure you are aware of, and adhere to company and local authority safeguarding standards, practice, policies and procedures.

- Ensure you are aware of, and adhere to Fire and Health & Safety regulations and fire evacuation procedures in any company premises you may find yourself working in.
- Ensure you attend team meetings so you are aware of current needs, team strategies, approaches and direction.
- Ensure you attend training and continuing professional development opportunities recommended by the Registered Manager or Board Certified Behaviour Analyst to ensure you remain suitably trained, competent and confident in your role.
- Be prepared to work flexibly. As part of a team providing 24/7 support, this role involves undertaking a share of rostered evenings, weekends, sleep-in shifts and bank holidays.
- Carry out any other duties as are within the scope, spirit and purpose of the job, the title of the post and its grading, as requested by your supervisor or their nominated other.
- Other tasks or activities not specifically covered by this job description. Employment conditions can sometimes be unpredictable. Working with people, particularly those with complex needs, learning disabilities and challenging behaviour, can create circumstances that team members need to adapt and respond to. Those best suited to this kind of work will be those who can adapt and be flexible and build a level of resilience in the face of such challenges.

**Behaviour Technician  
Person Specification**

	Criteria		Assessed at	
	Essential	Desirable	Application	Interview
Qualifications - 5 GCSE passes at grade C or higher including Maths and English (UK equivalent of a high school diploma)	Y		Y	
Training - 40 hours Behaviour Technician training delivered by a BCBA		Y	Y	
Committed to the training and supervision needed to become a Registered Behaviour Technician:				
<ol style="list-style-type: none"> <li>1. Supervised practice under a Board Certified Behaviour Analyst to demonstrate competency against RBT Task List.</li> <li>2. Passing the RBT exam.</li> <li>3. Working under the supervision of a BCBA for at least 5% of the hours counted as behaviour analytic duties</li> <li>4. Maintain CPD required for Behaviour Technician role</li> </ol>	Y		Y	Y
Applicants are required to have at least six months experience of supporting adults or children with learning disabilities, autism and challenging behaviour in a setting using ABA or PBS. For example an <a href="#">ABA school</a> or ABA home programme or a <a href="#">Green Light PBS</a> service. Applicants are also welcome from those who have or are attending an ABA/PBS University course. Applications are also welcome from those who have undertaken Behaviour Technician training elsewhere or as part of Green Light's pilot study.	Y		Y	Y
Team work experience		Y	Y	
Knowledge of the CQC inspection and regulation framework		Y	Y	Y
To have held a low level of supervisory responsibility and being responsible for particular tasks		Y	Y	Y
Leadership & coaching skills	Y		Y	Y
Ability to complete written reports on a laptop or computer	Y		Y	Y
Use of ICT equipment and programmes such as Excel, Word and Google Chrome	Y		Y	Y
Excellent listening, verbal and written communication skills				

	Y		Y	Y
Personally resilient to the emotional challenges of working with people who display challenging behaviour or who have complex emotional needs. While we take appropriate steps to manage risks associated with stress, this is an intrinsically challenging occupation that will not be suitable for all.	Y		Y	Y
To be able to work using own initiative and remain calm in challenging situations	Y		Y	Y
Ability to follow written instructions and adhere to company policy	Y			Y
<b>Personal qualities</b>				
Values people and their strengths and skills. Recognises and respects the importance of diversity.	Y		Y	Y
Discreet, diplomatic and able to treat information confidentially	Y			Y
High levels of personal motivation. Able to motivate, encourage and inspire others Able to operate as an effective coach and practice leader - an example for others to follow	Y			Y
Personally committed to safeguarding and empowering people with learning disabilities to exercise their human rights Committed to providing first class care and support for and with people who may be vulnerable as a result of their disability.	Y		Y	Y
Values attention to detail and seeing actions through to completion.	Y		Y	
Able to communicate with all parties in timely way	Y			Y
Other - Good health and work attendance records. Unless absence from work can be explained and validated where required.	Y		Y	
Valid driving licence and use of car, or commitment to achieving this within the probationary period is desirable. Green Light homes are spread across Cornwall and the role will involve working in various locations.		Y	Y	Y
Suitable physical fitness in order to move and implement physical interventions for individuals at times of high risk situations	Y		Y	Y