

## **Job Description: BEHAVIORAL HEALTH TECHNICIAN (BHT)**

The Behavioral Health Technician (BHT) implements behavioral health services to children and adolescents with mental health diagnoses as outlined in their individualized treatment plan. The main goals of the BHT provider are to follow the treatment plan, help the child/adolescent eliminate inappropriate behavior, provide emotional support to the child, and assist those responsible for the child in fostering greater independence and socially responsible behavior. The BHT provider will stand or sit for extended periods of time in the vicinity of an assigned child and will encourage the child's social integration and participation in group or other assigned activities. The BHT will legibly and contemporaneously record, in English, data regarding the behavior and progress of the child, the involvement of the child's caretakers, and report unusual incidents as required by relevant laws, policies and procedures. BHT providers are expected to:

- **Follow the Treatment Plan.**
  - Encourage the child to develop and take part in activities. Encourage the child to tell you what activities he/she would like to do. Help to make the activities structured and interesting to the child. Help the child develop age appropriate anger and frustration management skills. Help to increase the child's attention span, planning and organization ability. Encourage the child to interact and participate actively and appropriately with peers and family members. The BHT provider may be required to run for an extended period of time in pursuit of a child who has left an assigned area and dresses appropriately to facilitate this running as necessary.
  - Encourage the child to eliminate disruptive or dangerous behavior. The child may make inappropriate noises or engage in inappropriate behaviors directed towards peers or the BHT. The BHT provides appropriate (minimally restrictive) prompts and ongoing emotional support to help the child change this behavior. The BHT cannot ever lift and/or carry a child.
  - Always use positive behavior reinforcement! Rather than yelling at a child, use redirection to get him/her focused on a constructive activity. Give the child an immediate *therapeutic* response that effectively redirects maladaptive behavior, and offers suggestions for alternative behavior. The use of physical intervention in emergency situations is permissible only if the situation requires this action to preserve the health or safety of the child. Physical restraint of the child (holding to prevent movement) is not permitted under any circumstances.
- **Receive Training and Supervision.**
  - The BHT meets with an assigned supervisor at least once weekly for an hour. Supervision is completed, primarily face-to-face, and should always be documented in accordance with relevant policies and procedures.
  - The BHT receives required training in accordance with all relevant policies and procedures, including initial and annual training requirements.
- **Behave in a Professional and Ethical Manner.**
  - The BHT remains professional in their interactions with their clients who they are being hired to help and are considered customers. This includes interactions with the child, their family, and any other professional hired to assist the family (i.e., teachers).
  - The BHT maintains healthy and ethical boundaries and remains solely in the role of a professional delivering a service to a customer.

- The BHT remains professional, and fostered a team approach, while interacting with other employees – including supervisors and administration.

As a BHT, you agree to the preceding standards of behavior, agree to follow the treatment plan, and to abide by the principles, policies, and other guidelines provided to you. This may include updates provided by your supervisor or those published from time to time by *The Institute for Behavior Change*, the Pennsylvania Department of Public Welfare and the Child and Adolescent Service System Program (CASSP). Compliance with the preceding requirements is a prerequisite for continued employment.

**Minimum Staff Qualifications for a BHT at the Institute for Behavior Change**

Must meet one of the following:

- 1) Be a BCaBA, RBT, or BCAT
- 2) Have a behavior analysis certification
- 3) Have a high school diploma (or the equivalent of a high school diploma) and have completed a 40-hour training covering the RBT Task list
- 4) Have a minimum of 2 years of experience in the provision of behavioral health services or ABA

**AND**

- Must be supervised by a Masters-level mental health professional.
- Clearance via *FBI* as well as clear *Child Abuse* and *Criminal Background* checks.
- Additional qualifications as specified from time-to-time by regulatory agencies or employer.

**Not Responsibilities of a BHT**

- Babysitting or housework
- Working without input from family, school, and other inter-agency team members
- Substitute duties that should be performed by someone else such as guardian or teacher.
- Administering medication
- Providing service in a mental health facility
- Providing testimony in court that requires clinical judgement

***Agreed to and Accepted:***

\_\_\_\_\_ *Seal* \_\_\_\_\_  
Behavioral Health Technician Date

\_\_\_\_\_ *Seal* \_\_\_\_\_  
Executive Director Date