

Class Concept

Position help doctors, nurses and other medical field personnel by carrying out treatment plans for people with behavioral problems, such as substance abuse, post-traumatic stress disorder, mental instability and physical and emotional abuse. These professionals often work in prisons, youth facilities, hospitals, shelters and mental health facilities. Position is expected to understand and implement individual treatment plans, record patient behavior and provide a safe, supportive environment for the patients. Such positions may provide and record patient medications and assist with daily activities.

Position assists personnel by participating as a team member in the development and monitoring of comprehensive behavioral objectives, goals and plans, including a Behavior Emergency Report (BER), Functional Behavior Analysis (FBA), and/or a Behavior Intervention Plan (BIP). Works one-on-one with inmates to affect behavior changes; evaluate inmate needs and provides interventions to redirect behavior. Position implements behavioral programs designed to make positive and appropriate changes; assesses crisis situations and defuses situations using conflict resolution and crisis management techniques; reinforces appropriate behaviors and redirects negative behaviors; provides values clarification including rules, expectations and consequences; and implements consequences for inappropriate behavior; with proper training. Maintains records and charts regarding contacts with inmates which detail proposed and completed behavioral objectives; maintains records management systems which allow for efficient retrieval of necessary data; and provides written reports of activities to staff and stakeholders.

Recruitment Standards

Knowledge, Skills, and Abilities

- Ability to apply appropriate behavioral intervention strategies; instructional methods and learning theory; laws, rules and regulations of acceptable behavioral intervention.
- Must possess comprehensive interpersonal skills needed to manage crisis situations with inmates.
- Ability objectively analyze crisis situations and respond quickly to emergency situations
- Ability to communicate effectively and make recommendations to various groups, agencies and individuals.
- Ability to work independently and/or in a team environment and make decisions within the framework of established guidelines.

Minimum Education and Experience

Bachelor's degree in human services, psychology, sociology, social work from an appropriately accredited institution; or an equivalent combination of education and experience.