



JOB DESCRIPTION

TITLE: Behavior Technician

Reports to: Program Manager

Effective Date: December 18, 2025

SUMMARY

Behavior Technicians implement ABA programs in a 1:1 teaching format to children diagnosed with autism spectrum disorder and other developmental disorders. Behavior technicians will play a key part in the success of multiple learners everyday by helping them grow to their full potential.

RESPONSIBILITIES

- Work 1 on 1 with children diagnosed with ASD or other developmental disorders
- Collect data related to treatment plan goals
- Build rapport and maintain strong communication with the client and the team
- Teach short- and long-term goals and targets

REQUIREMENTS

- Must love working with children
- Dependable, self-motivated, and energetic
- Strong organizational skills and attention to detail
- Reliable attendance and excellent time management
- Ability to accept constructive feedback and develop knowledge and skill sets accordingly
- Adhere to company policies and procedures and abide by the RBT ethics code as indicated by the Behavior Analyst Certification Board
- Commit to ongoing training and development
- Ability to interpret and implement protocols
- Adhere to HIPPA rules and regulations
- Minimum of a high school diploma
- Valid driver's license
- Consent to criminal background check
- Additional screening may be required
- Must pass the RBT exam within 3 months of hire

PHYSICAL REQUIREMENTS

- Must be able to lift at least 50 lbs.
- Must be able to sit in a chair or on the floor and get up quickly without harm to yourself
- Must be able to stand for 30 minutes at a time without having any physical or health issues

- Must be able to run short distances without having health issues
- Must be able to engage in physical activity throughout an 8-hour shift

AT NORTHWOODS LEARNING CENTER WE OFFER

- On the job training
- Free RBT supervision
- Opportunities to advance within the company
- Ongoing training and mentoring
- Paid holidays
- Paid time off
- Retirement plan with 3% company match
- Annual shutdown weeks during Christmas/New Years and Fourth of July

WAGE

Initial training:

- Forty hours of mandatory training for RBT certification (you pay for the course but are reimbursed for once you pass the exam). This must be completed at home before your official start date.
- Seizure First Aid, CPR/First Aid, PowerPoint trainings, and approximately one week of shadowing (minimum wage).
- If you have prior ABA experience and have completed an approved 40-hour course, you may skip part of initial training period.

Upon completion of the initial training phase, reimbursement will be provided in the amount specified in your offer letter.

ACKNOWLEDGEMENT

My signature acknowledges that I have read the above job description and agree that I can perform the responsibilities as presented. I understand this job description provides a general outline of job responsibilities and requirements and is not intended to be all-inclusive. I also understand that job responsibilities and requirements may change at any given time based on organization or departmental needs.

Name: _____ Date: _____