

Autism Academy is looking for a detail oriented Behavior Specialist I & II who wants to be a part of a collaborative behavior team. We have numerous professional development trainings and opportunities to help grow your skills. Our goal is to have our behavior staff feel supported and encouraged to meet their career goals within the behavioral therapy field.

Excellent Benefits and Compensation Package:

- Salary range \$42,000 – \$90,000 depending on education and years' experience

Behavior Specialist Salary Scale

Behavior Specialist	BA related field	BA working on Masters	Master's NO BCBA	BCBA
0-5 years	\$42,000-\$49,000	\$50,000-\$55,000	\$55,000-\$60,000	\$60,000-\$70,000
5-10 years	\$50,000-\$55,000	\$55,000-\$60,000	\$60,000-\$65,000	\$70,000-\$80,000
10+	\$55,000-\$60,000	\$60,000-\$65,000	\$65,000-\$70,000	\$80,000-\$90,000

- Paid Time Off (PTO) of 40 hours for full-time employees
- Paid Sick Time (PST)
- Continuing Education Training
- Scholarship Opportunities
- Employee Assistance Program Information Provided
- Medical (60% + covered by employer depending on plan)
- Dental options
- Vision options
- 401K Plan after 12 months continuous employment with up to 4% employer match

Responsibilities may include but are not limited to:

- Assist with functional behavior assessments
- Work directly with students to support positive behavior outcomes on campus
- Assist in any classroom with behaviors as needed or requested Complete data reports weekly
- Become trained in all parts of Safety Care
- Meet with team about individual plans/students
- Hold meetings and trainings for staff on positive behavior supports, best practices, etc.
- Support and run behavior meetings weekly
- Collaborate with Leadership team at district level
- Adhere to all AAED policies to support students safety
- Attend parent meetings as requested
- Communicate in writing outcomes of conversations and meetings
- Model for staff/teachers' positive behavior supports according to AAED standards
- Help maintain positive behavior support plans

- Support assessments, plan development, and ongoing program data analysis to ensure maximum student progress
- Collaborate with BCBA's and all campus leadership teams
- Plan and use appropriate instructional and learning strategies, activities, materials, and equipment that reflects understanding of the learning styles and needs of students assigned using AAED approved curriculum.
- Use approved behavior management techniques to maintain a positive climate for learning, including motivating students through effective communication. This includes intervening in crisis situations and following behavior plans according to IEP and established school policies.
- Maintain required records and data according to current or future established policies and procedures or as otherwise requested or directed by AAED, ensuring the accurate availability of such information needed within the required timeline; measure and report on student progress (quarterly progress reports/ report cards).
- Travel to all campuses

Requirements for Behavior Specialist II:

- Master's Degree In BCBA/Autism or currently enrolled in a Master's program for BCBA
- Have begun BCBA supervision hours or will begin in the next 6 months
- Experience developing, writing, implementing, and evaluating individual and/or unit wide behavioral programs
- Experience training others
- Mastery and enthusiasm for best practices in autism education
- Current AZ fingerprint clearance card
- Must possess valid driver's license & pass 39-month DMV history check
- Ability to travel to all AAED campuses (Phoenix, Tempe, Gilbert, Tucson)
- Effective and professional communication
- Maintain professionalism and confidentiality at all times
- Critical thinking skills and problem solving
- Strong computer skills
- Maintain consistent attendance and punctuality

Additional Requirements for Behavior Specialist I:

- Master's Degree In BCBA/Autism
- BCBA coursework completed needed to sit for the test
- 1000+ hours of supervision completed toward your BCBA licensure qualifications
- Certified SafetyCare trainer when requested by AAED
- 5+ years of experience working with students in a school setting
- 5+ years of experience working with students with Autism
- Travel to all campuses