



Ascendigo Autism Services
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Job Description for: Skills Trainer/RBT	As of: March, 2019
Reports to: Outreach Clinical Manager	Section: Outreach
Classification: Full time, non-exempt	Term: Year-round

About Ascendigo: Ascendigo Autism Services is a 501(c)3 non-profit organization based in the Roaring Fork Valley near Aspen, Colorado. Founded in 2004 as a summer sports camp for children with autism, Ascendigo has expanded to offer year-round outdoor recreational options including summer and winter sports, a suite of community-based services for autistic adults and behavior therapies for children. Our goal is to integrate people with autism into community life, whether through outdoor recreation, assisting in basic life skills, finding compatible employment, or simply going out with friends to restaurants, museums or concerts. Ascendigo takes full advantage of the unmatched natural facilities offered by Colorado's Rocky Mountains, as well as the area's charitable community spirit to open up physical, experiential, and collaborative opportunities to individuals with autism. The Ascendigo approach allows those of any ability to succeed and serves as a model that can be replicated in other communities across the country.

General Staff Requirements: All Ascendigo staff help to ensure that our programs and services contribute to our mission, reflect the organization's priorities, and meet the expectations and needs of the families we serve, our donors and the Board of Directors. Each staff member should act in a professional manner, exhibit behavior to the general public and our families, which reflects positively on our organization, and be respectful of our participants, their families, and other staff. A sense of responsibility and concern for confidentiality are expected. We value and like working with people on the autism spectrum and are rewarded by their success in our programs – we are looking for staff that feel the same.

We expect our staff to create and maintain a positive learning environment and to prioritize the health, safety and comfort of our participants - use good judgment and ask for help when needed. We ask the program staff to maintain open lines of communication with parents and families. In many ways, you are in the guest services business and this means the highest level of guest service and satisfaction is expected.

Hiring and continued employment is contingent upon the following:

- Compliance with all Ascendigo licensing requirements relevant to your position.
- Compliance with good practices and standards of care for special needs children and adults.
- Compliance with Ascendigo written professional standards and policies and procedures. These include a no alcohol/no drug policy while on duty or at any time when present at an Ascendigo managed facility or activity, and a non-compete provision.
- Three positive character references, clean criminal background checks, clearance to work at Ascendigo by your healthcare professional, and agreement to abide by the Ascendigo Employee Handbook.
- Completion of any required online learning modules prior to arrival or upon hiring.
- Successful completion of the Ascendigo hosted prerequisite trainings required for the program in which you will be hired. Depending on the program, this will include some combination of CPR/First Aid, sports proficiency training, autism training, local terrain/community orientation, and Direct Service Provider (DSP) training.
- Adequately carrying out the job responsibilities outlined herein.

Job Summary: Our Skills trainers and Behavior Technicians are the backbone of our success in providing superior care and service

through the implementation of Applied Behavior Analysis. We are seeking Skills Trainers/ RBTs whose qualities match our core values of Integrity, commitment to Community, dedication to Quality Services, People First, Compassionate Care and Fun!

Job Duties:

In addition to providing direct care to our clients, our Skills Trainers and Registered Behavior Technicians will be expected to perform:

Client Training:

- Implement individualized programs for adults based on ABA principles that increase communication, independence and social skills.
- Utilize positive reinforcement and antecedent modification to increase appropriate behaviors over time.
- Manage inappropriate behaviors that occur. Through the implementation of Behavior Intervention Plans (BIPs) and consultation with our Board-Certified Behavior Analysts (BCBAs)
- Facilitate interactions with peers, coworkers, and families.
- Keep our clients motivated to learn through preference assessments.
- Have fun with our clients while teaching them the skills that they need!

Client Progress Communication:

- Accurately record information on the child's progress throughout the session.
- Be courteous & professional with families, community partners.
- Communicate confidentially and professionally with other behavior analysts, Skills trainers & parents.

Minimum Qualifications

- Registered Behavior Technician (RBT) certification required or able to obtain.
- At least 6 months experience providing ABA services required, 1 year or more strongly preferred
- Pass State and National criminal background checks
- CPR certification (completed within 30 days of employment)

I have read and understand by Job Responsibilities

Employee Name:

Signature: