



## **Behavior Specialist I (LMSW, LLMSW, LPC, LLC, LLP, LP, BCBA)**

Full Time, Day Shift

Minimum Starting Salary: \$66,185

**Do you have a passion for improving the health of individuals receiving behavioral health services? Would you like to be a valuable member of a diversity driven, mission-minded team that impacts our community?** If so, we have an exciting opportunity for you to work as a **Behavior Specialist**.

### **What You Will Be Doing**

Working as a **Behavior Specialist I** you'll have the opportunity to be a part of the ISK Behavior Treatment Team and work with a caseload of individuals who display complex and challenging behaviors. Your role will include completing psychological and/or behavioral assessments to identify their behavioral needs utilizing applied behavior analysis (ABA) principles and current standards. From there, you'll develop Behavior Support Plans and provide training to staff on implementation of these plans. You'll conduct on-site behavioral observations to provide consultation and/or clinical recommendations to those implementing the plans as well as review plan data to make sure plans are being run correctly and determine when modifications need to be made. You'll work closely with the Behavior Treatment Review Committee (BTRC) through submission and presentation of Behavior Support Plans for approval as well completing quarterly reviews, including data and analysis, to monitor the effectiveness of the plans, amending them as clinically appropriate.

### **What We Require**

You will have a **Master's degree** in Psychology, Counseling or Social Work and three years of experience as well as the ability to support the confidential nature of working with individuals diagnosed with a mental health and/or co-occurring disorder. You will meet the eligibility criteria of a Qualified Mental Health Professional (QMHP) and/or Qualified Intellectual Disability Professional (QIDP). Excellent communication writing, interpersonal, and human relation skills. Advanced computer skills, including word processing, data base management, electronic health record, and e-mail. Required licenses: Valid Michigan Motor Vehicle Operator's license and current Licensed Psychologist (**LP**), Limited License Psychologist (**LLP**), Licensed Professional Counselor (**LPC** or **LLC**), Licensed Master's in Social Work (**LLMSW** or **LMSW** - Clinical) or **Certified Behavior Analyst**.

### **Why Work For ISK**

Because we **make a difference** in the lives of the individuals we serve in the Kalamazoo community every day. You will have the opportunity to work with **amazing co-workers** in an environment that **values diversity, inclusion, work/life balance** and encourages ongoing education for professional development.

We also offer a competitive compensation and benefits package, with some of the **best retirement plans** in southwest Michigan including a **6.2% retirement match** and **pension plan!** You will also enjoy **12 paid holidays, 23 days of PTO** and the opportunity to earn additional PTO hours for participating in our

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wellness program! Kalamazoo is the home of the Kalamazoo Promise!

### **Who We Are**

Integrated Services of Kalamazoo (ISK) has been delivering quality services and programs to improve the lives of those we serve for over 30 years. ISK works with youth, families, and adults with mental illnesses, intellectual and developmental disabilities, and substance use disorders to help them succeed. We provide welcoming and diverse community partnerships which collaborate and share resources to support individuals and families to be successful and achieve their goals in a trauma-informed environment.

### **Come Join Us!**

**Individuals of diverse racial, ethnic, and cultural backgrounds along with bilingual candidates are invited to apply.** ISK is an equal opportunity employer that encourages diversity and inclusion among its workforce. ISK fomenta la diversidad y la inclusión.

### **We look forward to meeting you!**

#### **Physical Requirements/Working Conditions:**

**Physical Efforts** – Job demands include prolonged sitting and standing as appropriate. May occasionally require light lifting up to 25 pounds, stooping, kneeling, crouching, or bending as appropriate. Requires coordination of hands and/or eye/hand/foot.

**Working Conditions** – Office environment with noise from computers, copy machine, and telephones. Use of computer screen for periods in excess of 30 minutes at a time. Possible eyestrain from extended periods of viewing computer screen. May be exposed to bloodborne pathogens, infectious diseases, and parasites. Travel throughout the Kalamazoo area is required.