

Registered Behavior Technician (RBT) – Job Description

Registered Behavior Technician (RBT)

Company: Behavior Innovation Group

Location: Metro East Illinois-based ABA service settings, including clinic, home, school, and community environments as assigned

Employment Type: Full-time or part-time, hourly/non-exempt

Reports To: Supervising BCBA

About Behavior Innovation Group

Behavior Innovation Group provides ethical, evidence-based Applied Behavior Analysis (ABA) services designed to create meaningful outcomes for clients and families. We are committed to clinical excellence, compassion, collaboration, accountability, and continuous improvement.

Position Summary

The Registered Behavior Technician (RBT) provides direct, one-on-one implementation of behavior-analytic services under the close supervision of a Board Certified Behavior Analyst (BCBA). The RBT supports clients by implementing treatment plans, collecting accurate data, following behavior support protocols, maintaining client safety, and communicating professionally with supervisors, caregivers, and team members.

Key Responsibilities

- Implement individualized ABA treatment plans and skill-acquisition programs as directed by the supervising clinician.
- Provide direct 1:1 services to clients in assigned settings while maintaining professionalism and client dignity.
- Collect accurate, objective data during sessions and complete required session documentation within established timelines.
- Follow behavior intervention plans, safety protocols, and crisis-response procedures as trained.
- Support communication, social, adaptive, daily living, and replacement-skill development using evidence-based ABA strategies.

- Participate in required supervision, direct observation, competency checks, coaching, and ongoing training.
- Communicate client progress, concerns, incidents, and barriers promptly to the supervising BCBA.
- Maintain client confidentiality and comply with HIPAA, payer requirements, company policies, and ethical standards.
- Accurately record time worked and services delivered; do not alter, back-date, or falsify documentation.
- Report suspected abuse, neglect, safety concerns, incidents, supervision gaps, or compliance concerns immediately according to company policy and Illinois requirements.

Required Qualifications

- Active Registered Behavior Technician (RBT) certification and registry status with the Behavior Analyst Certification Board (BACB), or eligibility to obtain certification as required by the position.
- Ability to work independently, under the direction and close supervision of a BCBA.
- Ability to follow written treatment plans, behavior protocols, and clinical instructions with fidelity.
- Strong attention to detail for data collection, session notes, and timekeeping.
- Professional communication skills with clients, caregivers, supervisors, and team members.
- Commitment to ethical conduct, confidentiality, client safety, and compliance.
- Ability to complete required onboarding and annual trainings, including HIPAA/confidentiality, mandated reporting, RBT scope of practice, safety/crisis management, documentation standards, ethics, billing compliance, and emergency preparedness.
- Reliable transportation with proof of insurance
- Willingness to be flexible, work hard and have fun with a great team who share collaboration, ideas, and play a mean game of Uno with no holds barred!

Preferred Qualifications

- Experience working with children, adolescents, or individuals with autism spectrum disorder, developmental disabilities, or behavioral support needs.
- Experience in ABA, education, childcare, healthcare, human services, or related settings.

- Comfort using electronic health records, data-collection platforms, scheduling tools, and standard business software.
- Bilingual skills are a plus, based on client and family needs.
- Current CPR/BLS certification

Schedule and Work Environment

Schedules may vary based on client needs and assigned service settings. RBTs may provide services in clinic, home, school, community, or telehealth-supported environments when permitted and clinically appropriate. Reliable attendance, punctuality, preparation, and accurate timekeeping are essential expectations of the role.

Compensation and Benefits

Compensation is hourly and administered in compliance with applicable wage and hour laws. Benefits and paid leave eligibility are based on employment status, hours worked, company policy, and applicable Illinois law.

Hourly rate starting at \$19 based on experience. Mileage between clients is paid at standard rate. Monthly stipend for cell phone use is provided.

Equal Opportunity Statement

Behavior Innovation Group is an equal opportunity employer. Employment decisions are based on qualifications, merit, business needs, and applicable law. We are committed to maintaining a professional, ethical, respectful, and non-retaliatory workplace.

How to Apply

Interested candidates should submit a resume and any relevant RBT certification information info@gobigaba.com. Qualified applicants will be contacted for the next step in the hiring process.