

Behavior Technician

Position Summary

The Behavior Technician is at the heart of our program, providing direct one-to-one services for children and adolescents ages 3–21 with Autism Spectrum Disorder (ASD) and related developmental conditions.

Working under the supervision of a Clinical Supervisor, Behavioral Technicians implement individualized treatment plans designed to support communication, social-emotional development, daily living skills, play, self-regulation, and adaptive functioning. Through the DIR/Floortime approach, providers build meaningful relationships while supporting each child's developmental growth.

Comprehensive training is provided before working independently, followed by ongoing supervision and professional development.

About Empowering Kids

Empowering Kids is a nonprofit organization in Perham, MN that is dedicated to helping children and families thrive through relationship-based, neurodiversity-affirming services. We are a close-knit, collaborative team that values professional growth, ongoing learning, and high-quality care.

Our clinic provides Early Intensive Developmental and Behavioral Intervention (EIDBI) services using the DIR/Floortime model. We offer extensive training, regular supervision, and opportunities for advancement as credentials and experience increase. Because our clinical team includes multiple providers and supervisors, staff benefit from strong peer support and mentorship.

Required Qualifications

- High school diploma or GED
- Ability to pass a Minnesota DHS Background Study
- Experience or college education in human services or a related field (see Preferred Qualifications for details)
- Interest in working with children and adolescents with autism and related developmental conditions
- Basic computer and documentation skills

Preferred Qualifications

- Experience working with children in clinical, educational, therapeutic, or human service settings. Individuals without a related degree may qualify with at least 4,000 hours of supervised experience providing services to individuals with ASD or related conditions. Paraprofessionals are encouraged to apply!
- Bachelor's degree (completed or in progress) in psychology, child development, special education, social work, speech-language pathology, occupational therapy, behavioral health, or a related field
- Master's degree (completed or in progress) in a related field (e.g., mental health, special education, social work, psychology, speech pathology, occupational therapy)

Knowledge, Skills, and Abilities

- General understanding of autism spectrum disorder and developmental disabilities
- Ability to remain calm and professional in challenging situations
- Strong time-management and organizational skills
- Ability to adapt to changing priorities and schedules
- Ability to work independently and as part of a collaborative team
- Strong attention to detail and sound decision-making skills
- Ability to manage multiple responsibilities in a fast-paced environment
- Ability to accept feedback and implement clinical direction
- Reliable attendance and professional work habits

Essential Responsibilities

- Provide direct therapy services in a clinic-based setting by implementing individualized treatment plans
- Support development in communication, social interaction, play, daily living, self-regulation, and adaptive skills
- Collect and record treatment data to monitor client progress
- Support clients during routines, transitions, group activities, and community-building experiences
- Maintain a safe, supportive, and engaging therapeutic environment
- Collaborate with families, caregivers, and interdisciplinary team members
- Prepare therapy materials and maintain organization of treatment spaces

- Utilize DIR/Floortime strategies, including affect-based interactions, modeling, co-regulation, environmental supports, and developmental scaffolding
- Complete documentation accurately and within established timelines
- Participate in supervision, staff meetings, trainings, and professional development activities
- Follow all organizational policies, HIPAA requirements, ethical standards, and safety procedures
- Perform other duties as assigned

Physical Requirements

- Ability to sit, stand, walk, bend, kneel, squat, and move throughout the workday
- Ability to transition between floor-based activities, sitting, and standing
- Ability to lift, carry, push, or move up to 50 pounds
- Ability to maintain visual supervision of clients and respond quickly to safety concerns
- Ability to physically engage with active clients and implement safety procedures as trained
- Ability to hear, observe, and communicate effectively with clients, families, and team members

Work Environment

- Clinic-based setting serving children and adolescents with autism and related conditions
- Fast-paced, collaborative, and team-oriented environment
- Frequent interaction with children who have varying developmental, communication, sensory, and behavioral needs
- Regular exposure to elevated noise levels, vocalizations, movement, and sensory activity

Schedule Options

Full-Time or Part-Time Available

Typical clinic hours are:

Monday–Thursday: clients present from 8:00 AM–4:30 PM

Friday Half Days: Meetings, supervision, training, and administrative responsibilities

Compensation & Benefits

Starting wage: \$22.00/hour, with opportunities for increased compensation based on education, credentials, and experience.

Full-time employees are eligible for:

- Paid Time Off (PTO)
- Ten Paid Holidays
- Health Insurance
- Dental Insurance
- Vision Insurance
- 401(k), 401(k) Company Match
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Employee Assistance Program (EAP)

Work Location: In Person