



Department of Development Services – West Region  
JOB OPPORTUNITY  
**BEHAVIOR MODIFICATION PROGRAM SPECIALIST**  
**SOUTHBURY TRAINING SCHOOL**

**PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!**

**Open To:** Lateral transfers and Candidates on the Current Exam List

**Position:** Behavior Modification Program Specialist (70 hours bi-weekly)

**Location:** Southbury Training School – To Be Determined

**Job Posting No:** 016133

**Hours:** 1<sup>st</sup> Shift – Monday – Friday 8:30am – 4:00pm; Regular Days Off; Saturday, Sunday  
Must be flexible to meet agency needs

**Salary:** \$2,062.38 – \$2,798.32/bi-weekly (New to State Service start at minimum of range)

**Closing Date:** August 11, 2014

**Eligibility Requirement:** This is a **competitive position**. Candidates must have applied for and passed the **Behavior Modification Program Specialist** exam and be on the current certification list promulgated by the Department of Administrative Services. State employees currently holding the above title or those who have previously attained permanent status in the class may apply for lateral transfer. Those candidates appearing on Re-employment or SEBAC lists must be given first consideration. **Applicants will not have the opportunity to take the exam prior to the above closing date to qualify for this particular vacancy.**

**Examples of Duties:** Duties consistent with the Behavior Modification Program Specialist job classification. Writing, updating of Functional Assessments and Behavior Programs; Data Management and Reliability probes; OPS Preparation and Attendance; Preparing for and attending Quarterly Reviews; Preparing for and attending Psychiatric Consults; In-Servicing and Training of Staff; Attending Departmental and Unit Meetings; Completing Behavior Program Summaries; Attending Behavior Medication Reviews; writing summary and remedial plan reports; attend unit risk management meetings. Assesses consumer mental status through observation and consultations with other professionals; collects baseline data on behavior of consumers to determine frequency of appropriate and inappropriate behaviors; meets with psychologists, other staff members and supervisors to formulate and implement plans of treatment; designs consumer behavior modification programs; utilizes behavior modification techniques such as behavioral observation, recording and contingency specification; measures consumer behavior and progress through operationally defined observational recording systems and use of measurement apparatus; implements behavioral procedures such as reinforcements, rewards and shaping; demonstrates behavior modification programs and methods to direct care staff; communicates consumer needs and progress to staff, parents and other involved individuals in areas of design; implementation and supervision of home training programs; participates in interdisciplinary team meetings; may train staff in Prevention Safety Intervention techniques; performs related duties as required.

**Knowledge, Skill and Ability:** Knowledge of psychological learning theories of behavior; knowledge of modern principles and practices dealing with care, training, habilitation and rehabilitation of persons with developmental disabilities; knowledge of behavioral procedures such as reinforcements, rewards and shaping; considerable interpersonal skills; oral and written communication skills; ability to design and monitor behavior modification programs and demonstrate these programs to staff and other individuals.

**General Experience:** Six (6) years of professional experience providing clinical services to persons with developmental disabilities

**Special Experience:** Two (2) years of the General Experience must have been in the utilization of behavior modification skills in the development, implementation and evaluation of behavior modification programs for persons with developmental disabilities.

**Substitutions Allowed:** College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equalling one half (1/2) year of experience to a maximum of four (4) years for a Bachelor's degree. A Master's degree in psychology, special education or a related field may be substituted for one (1) year of the Special Experience.

**Special Requirement:** Incumbents in this class may be required to be bilingual or fluent in American Sign Language. Must have a valid CT driver's license, will be required to travel. Applicant must be current in all DDS required training. Applicant must possess or be able to obtain CPR certification.

**Working Conditions:** Incumbents in this class may be required to lift/restrain consumers; may have some exposure to communicable/infectious diseases and to some risk of injury from assaultive/abusive consumers/patients; may be exposed to disagreeable conditions.

**Note:** The filling of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

**Application Procedure for Current DDS Employees who are Lateral Transfer Candidates and Applicants for Promotion within the DDS Employees Classification Series:** Interested and qualified candidates who meet the above requirements should submit a fully completed DDS Application for Lateral Transfer/Promotion and copies of their last two performance appraisals.

**Application Procedure for All Other Applicants:** Interested and qualified candidates who meet the above requirements should submit a fully completed Application for Examination or Employment (CT-HR-12) located at [www.das.state.ct.us/exam](http://www.das.state.ct.us/exam). Current State employees must also provide copies of their last two performance appraisals. Non-State employees must also provide 2 letters of reference.

**All application materials must be received by 11:59 p.m. on the closing date indicated above.**

**Incomplete application materials will not be considered.**

**Send application materials to:**

**Department of Developmental Services — West Region  
Rowland Government Center, 4<sup>th</sup> Floor  
55 West Main Street  
Waterbury, CT 06702  
Attn: Yolette Tappin  
Fax: 203-574-8857**

**AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER**

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.