

# Have fun helping kids with autism and other special needs as a Registered Behavior Technician (RBT)!

**The Behavior Exchange** is known for its expertise and excellence in Applied Behavior Analysis (ABA) therapy, the gold standard in autism care. We focus on helping young children (2-12 years of age) learn important life skills, make meaningful social connections, and blossom into their best self. RBTs are key to our clients' success and to our own.

## What is an RBT?

An **RBT is a Registered Behavior Technician** that assists in delivering behavior analytic services, such as ABA therapy. "Registered" means a therapist has earned paraprofessional certification from the Behavior Analysis Certification Board.

## What does an RBT do?

An RBT is a hands-on position, where you **work directly with kids with autism or other special needs** during scheduled therapy sessions. You'll be administering our ABA therapy programs according to the needs and goals we have for each child. You'll work with children either one-on-one or in group sessions.

The typical caseload for our RBTs consists of conducting 2-3 hour therapy sessions throughout the day, depending on your availability and preferences and our scheduling needs.

During therapy sessions, you'll also be collecting data on the behavior and progress of children and documenting the sessions, using an iPad we assign to you.

You'll always have highly qualified and experienced clinicians and BCBA's close by to assist you, offer training and support, or simply collaborate and share ideas on how to best help a client and train new skills.

## Can anyone be an RBT?

Anyone with a passion for teaching children and making learning fun and productive can work to become an RBT. It's ideal for college students and recent graduates who want to enter our rapidly growing field.

We **help you earn RBT certification** within your first 90 days with us. The process entails 40 hours of training (that we provide), passing a competency assessment, and finally passing the RBT exam. We'll reimburse you for the exam fee upon passing.

You'll also have the opportunity to receive training in Crisis Prevention Intervention (CPI) to learn how to safely, ethically, and physically intervene as a last resort to ensure safety. Basic Life Skills (BLS) training, including CPR, is also provided to staff. Training fees will also be reimbursed upon successful completion.



## Work with the best!

After more than 20 years serving children with autism and their families, **The Behavior Exchange is proud to be an accredited Behavioral Health Center of Excellence® (BHCQE)** and the first ABA therapy provider in North Texas, and one of only a handful in Colorado, to earn the prestigious 3-year re-accreditation, the highest level possible.

We're still **family owned and operated** after all these years, and like a family, we're here for you and each other.

**EXPERTS IN AUTISM  
& ABA THERAPY<sup>SM</sup>**



**The Behavior Exchange®**  
*What could be, can be.®*



Proud to be a Behavioral Health Center of Excellence®

972.312.8733 TX | 720.647.8541 CO

 [behaviorexchange.com](http://behaviorexchange.com)

 [enroll@behaviorexchange.com](mailto:enroll@behaviorexchange.com)

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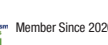
ACE Provider



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Education Partner



Education Partner

## What's it like working at The Behavior Exchange?

We're on a mission to bring hope and meaningful change to children with autism, their families, and each other. Everything we do helps us achieve our mission!

# Beelieve it

## Our ABA therapy style

- We provide ABA therapy in a natural way through play, fun activities and a lot of social interaction. We even encourage children in one-on-one therapy to take part in social opportunities with their peers.
- To increase desired behaviors in children, we use positive behavior supports and take advantage of each teachable moment that occurs during therapy.
- Our centers, we call them hives, are bright and welcoming spaces for clients and staff to thrive. We want everyone who comes to our hives to feel at home and have fun, while learning and growing.

## Our clinical structure

- Our hives are divided into zones, each with a treatment team that consists of RBTs and a Lead Therapist, who is experienced and most often on track to become a BCBA. Each zone also has 1-2 BCBA's, providing supervision, training, and mentorship to their team.
- Each hive also has a scheduling team and an Assistant Clinical Director, overseeing clinical operations at the hive.
- Our Assistant Clinical Directors report to our Clinical Director, who, in turn, reports to our VP of Clinical Operations.

## Our career paths

- As a Behavioral Health Center of Excellence, we aim to hire the best of the best who want to continuously improve.
- Whenever possible, we believe in hiring from within and give opportunities to those who have shown commitment and dedication to the families we serve.
- With the need for ABA therapy increasing along with the rate of autism, we will continue to grow and offer opportunities at all levels so you can reach your goals as part of our team.

## Our culture

- We're a big, supportive family helping other families in the communities we serve. In fact, we've been family-owned and operated since day one, more than 20 years ago!
- We live by six core values: Hope, Health & Safety, Expertise & Excellence, Teamwork, Family Focused, and Changes Lives.
- We reward and recognize our team for all that they do for clients and each other.

## What We Value



We value **HOPE** to provide an inspirational, optimistic, and fun atmosphere for positive change to occur.

We value **HEALTH & SAFETY** to provide our staff and clients with a safe and healthy environment for positive behavior changes to ensue.

We value **EXPERTISE & EXCELLENCE** to offer professional, excellent quality, consistent, effective, intensive, innovative, and systematic therapeutic services.

We value **TEAMWORK** by practicing supportive care and valuing each individual's strengths.

We value being **FAMILY FOCUSED** to serve the community while focusing on personalized and individualized changes that are child-centric.

We value **CHANGING LIVES** by striving for enrichment, growth, and meaningful developmental change in the lives of children and families.



APPLY TO BECOME AN RBT TODAY!  
[behaviorexchange.com/career-page](https://behaviorexchange.com/career-page)



The Behavior Exchange® | *What could be, can be.*®  Proud to be a Behavioral Health Center of Excellence®