

Van Buren Community Mental Health

EMPLOYMENT OPPORTUNITY

Effective: October 1, 2026

Title: Behavior Treatment Specialist

Position Number: C101107

Program: Clinical Services Unit, Lifespan Services Program	Salary Range: \$59,848 - \$80,430 per year	Status: Full-Time, 37.5 hours per week
Benefit Eligible: ☒ Yes ☐ No	Office Location: Bangor	Union Eligible: ☒ Yes ☐ No

Basic Responsibilities:

Provide effective and efficient assessments, testing, behavior analysis, counseling, and psychotherapeutic services to assigned adults and children with intellectual/developmental disabilities (I/DD) and or mental illness and challenging behavior. Write, in-service and monitor Behavior Treatment Plans (BTP). Review and determine appropriateness of BTP's as a member of the Behavior Treatment Review Committee (BTRC). Provide training to the community and/or inter/intra-agency entities. Serve as a resource to staff and the community on Positive Behavior Supports/Interventions and issues regarding I/DD and mental illness.

Summary of Required Qualifications:

- Master's Degree in Psychology or Applied Behavior Analysis, with Michigan licensure or certification as LLP or BCBA.
- Experience in providing assessment/testing services and/or developing effective behavior treatment plans.
- Ability to effectively and efficiently utilize electronic EMR and telehealth mediums.
- Possess and maintain a valid Michigan driver's license with an acceptable driving record.
- Ability to work independently and as part of a team, including the ability to be punctual, manage time and crisis situations flexibly and effectively, and demonstrate good judgment.
- At least one year of experience (including a supervised internship in therapy or counseling) working with persons with I/DD or mental illness and developing behavior treatment plans and positive support strategies preferred.

Summary of Essential Job Functions:

- Conduct assessment and analysis of challenging behaviors displayed by assigned customers.
- Write and present BTPs to the Behavior Treatment Review Committee (BTRC).
- Acts as a voting committee member to review BTPs presented to the BTRC or recommends alternate appropriate actions to address concerns.
- Train staff, direct care providers and/or family members how to implement the behavioral program including all techniques incorporated and process for data collection.
- Provide regular follow-up and monitor behavior programs related to plan goals, objectives, and planned interventions, adjust as necessary for successful results, and complete periodic reviews, required assessments and status reports.
- Administer psychological testing, functional assessments, and/or other evaluative instruments, prepare interpretative reports, and ensure submission for the EMR.
- Provide individual and group therapy to customers as appropriate and assigned.
- Act as liaison, in partnership with the Case Manager and hospital liaison, for assigned customers hospitalized due to challenging behaviors to coordinate services and ensure that all needs are being met.

To apply, submit your resume and cover letter by email to the HR Office:

Christine Schlabaugh, Personnel Specialist, cschlabaugh@vbcmh.com

Human Resources Office, PO Box 249, Paw Paw, MI 49079

Equal Opportunity Employer

Approved by:


Debra Hess, CEO

