



**Ibukun Comprehensive Community Services, Inc.**

## **Behavior Support Specialist (BSS) Job Description**

**Program(s):** Doc's Place Group Home & AYO Therapeutic Group Home

**Population Served:** Youth in Care (Ages 14–18)

**Employment Type:** Full-Time / Part-Time

**Reports To:** Clinical Director / Program Manager

### **Position Summary**

The **Behavior Support Specialist (BSS)** is IBUKUN's front-line crisis de-escalation responder, providing verbal and relational intervention, never physical or hands-on, with youth exhibiting aggression, manic episodes, depressive withdrawal, or other challenging behaviors. Activated as the required Tier 2 response under the agency's Crisis Intervention Escalation Protocol, the BSS learns and applies each youth's Behavior Intervention Plan (BIP) under the supervision of Licensed Clinicians, staying calm and disciplined under pressure or threat to help youth regulate emotions, maintain safety, and develop coping skills. Youth Care Workers provide daily supervision and step aside for the BSS to lead de-escalation; the BSS may also support youth with autism using behavior-based strategies.

### **Key Responsibilities**

- Learn and apply each youth's Behavior Intervention Plan (BIP) and de-escalation strategies under supervision.
- Serve as the primary Tier 2 responder for aggression, manic episodes, depressive withdrawal, or other crisis behaviors, using verbal and relational technique only; never physical restraint.
- Support youth in developing coping skills, emotional regulation, and problem-solving, in collaboration with Licensed Clinicians and trainers.
- Study the youth's mental health diagnosis, treatment plan, treatment goals and history to apply trauma-informed interventions.
- Document interventions, incidents, and Tier 2 activation outcomes.
- Activate the Perimeter Beacon Protocol for Security standby and determine when a situation meets the criteria for Chicago Police Department (CPD) involvement.
- Maintain a safe, structured, therapeutic environment and model positive social and emotional skills, including for youth with autism.

### **Qualifications**

- **Education:** College degree, High School Diploma, or GED.

- **Experience:** Minimum of 1 year of proven, effective experience working with the current population in a residential or behavioral support setting.
- **Skills:** Self-discipline and a calm, professional demeanor under pressure or threat; ability to learn and apply BIP interventions; strong problem-solving skills; excellent documentation, communication, and cultural humility.
- **Training / Certifications:** Ability to become certified in CPI, CPR/First Aid, Cultural Competence, Rule 384, and Trauma-Informed Care upon hire.
- **Other:** Must be able to work **evenings, weekends, and holidays** as needed in a 24/7 residential environment.

### **Salary / Compensation**

- **Starting Pay:** Salary is commensurate with experience and assigned shift, with differentials for evenings, overnights, and weekends.
- **Benefits:** Paid training (CPI, CPR/First Aid, Cultural Competence, Trauma-Informed Care), career advancement, and professional development

### **Work Environment**

- Residential group home for youth in care (ages 14-18), including direct contact with youth exhibiting aggressive or self-harming behaviors.
- Active, front-line role requiring close verbal and relational engagement with youth. **No physical restraint or hands-on technique is used by the BSS under any circumstance.**

### **Organizational Commitment**

Ibukun Comprehensive Community Services is dedicated to trauma-informed, healing-centered care for youth and families. The Behavior Support Specialist (BSS) is expected to uphold the agency's values of dignity, respect, accountability, and cultural responsiveness in all interactions with youth, staff, and external partners.

### **Equal Opportunity Statement**

Ibukun Comprehensive Community Services is an equal opportunity employer and contractor partner. Ibukun is an at will employer.