

Job Opening Announcement & Job Description



MASH Registered Behavior Technician

Supervisor: Managing Director of the MASH Program

Division: Student Success & Learning
Location/Assignment: Serving Districts in Chelan, Douglas, Grant, and/or Okanogan counties

Salary Range: \$48,586.00 - \$57,753.00 (Level 1)
 \$51,025.00 - \$60,653.00 (Level 2)

*Salary based on 185-day position.
 Salary range dependent upon experience and expertise.*

Benefits:

Insurance benefits - Through the [HCA SEBB](#) program, includes medical, dental, vision, life, & LTD (if hired for more than 79 days)

Retirement - Through the [Department of Retirement](#) (DRS)

Sick leave - accrued at 8 hours per month

Personal leave - 2 days per year

[Additional Benefit Information](#)

Conditions of work:

- 185 days per year
- 8 hours per day
- Non-exempt position

General Description:

This position is a rare opportunity to join an exciting team. The regional North Central Educational Service District 171 (NCESD 171) is seeking a dynamic team player interested in making an impact in the lives of district staff as the Registered Behavior Technician for the Moving All to Success & Health (MASH) program across Washington State. This position is approximately 80% virtual and 20% in person (travel required).

Qualifications:

Required:

- Registered Behavior Technician (RBT) Certification is required
- Must have awareness of behavioral attributes related to behavioral disorders, autism, TBI, and other behavioral complications
- Recent experience in a school setting
- Recent experience in working with students with challenging behaviors
- Recent experience implementing IEPs, FBAs, and BIPs
- Ability to travel and stay overnight across the state of WA
- Proven ability to establish rapport and maintain strong, productive relationships with students, colleagues, and administrative personnel
- Excellent attendance and punctuality are required
- Reside in Washington State

Preferred:

- Recent experience working with children ages 3-21 in a classroom or 1:1 setting
- Recent experience implementing procedures based upon the principles of Applied Behavior Analysis

Timeline:

Position opens: April 9, 2026
 Position open until filled with first screening after 12 pm on April 23, 2026
 Screening & Interviews begin as soon as possible
 Position begins September 2026

Note: Employment contingent upon successful clearance of a Washington State Patrol, FBI fingerprint criminal history background check, and Sexual Misconduct background check.

NCESD is an Equal Opportunity Employer

Skills, Knowledge, and/or Abilities:

- Ability to work independently under broad organizational guidelines to achieve objectives.
- Ability to set priorities, meet deadlines and schedules, deal with frequent interruptions, and work as part of a team.
- Strong interpersonal skills demonstrated through the ability to build trusting, collaborative relationships.
- Demonstrated excellent verbal and written communication skills.
- Exceptionally high commitment to task accomplishment and flexibility in working hours and days.

Job Responsibilities:

- Independently teach social-emotional learning (SEL) groups
- Build and maintain data, along with the management of other staff/student data
- Completing student observations, and programming planning, model instructional practices, and coach special education and general education staff in the classroom setting, focusing on accommodations, modifications, sensory, and behavior
- Assist the lead behavioral specialist with skills acquisition and behavior reduction, preparing student and staff materials as instructed and needed
- Assist with the development and implementation of functional behavior assessments (FBAs) and Positive Behavior Support Plans (BIPs)
- Assume lead behavioral specialist duties in their absence
- Assist in the instruction of socially acceptable behavior, employing techniques such as behavior modification and positive reinforcement
- Collect, record, and summarize data on observable student behavior in all aspects of measurement procedures
- Utilize safe and appropriate crisis emergency procedures when working with students who are exhibiting aggressive or non-compliant behavior
- Ability to establish and maintain relationships with multiple schools and with a wide variety of staff and families, including building administration, teachers, paraeducators, and parents.
- Excellent written and verbal communication skills
- Ability to accept constructive feedback, willingness to further develop knowledge and skill sets as necessary, and to take initiative when appropriate
- Acquire and maintain technical knowledge by attending required training such as Right Response, Ukeru, and RBT's summer programs
- Effective time-management skills and the ability to manage multiple tasks
- Maintain appropriate levels of confidentiality in all matters pertaining to students, parents, staff, and program(s)

Professional Growth and Responsibilities:

- Meets or exceeds performance expectations in the following areas:
 - Lead, Serve, and Support
 - Team Work
 - Problem Solving
 - Communication
 - Adaptability
 - Critical Thinking
 - Time Management
 - Interpersonal
 - Attendance
- Supports, implements, and adheres to NCESD and partnering agency policies, procedures, regulations, and administrative directives
- Submits records, reports, and assignments in a timely, accurate, and efficient manner
- Demonstrates adaptability and a positive approach when navigating challenges, obstacles, and changing priorities
- Demonstrates the ability to adjust to and implement new approaches in service delivery and program implementation
- Communicates clearly and professionally while maintaining a positive, respectful, and student-centered approach with staff, families, and partners
- Seeks and engages in ongoing opportunities for professional growth and development
- Maintains a professional appearance appropriate to a therapeutic and educational setting
- A new employee is subject to a 180-day probationary period and must be evaluated prior to its end. If work is found to be unsatisfactory, the employee is subject to termination.
- Assists with other responsibilities as assigned by the Executive Director of Student Success and Learning, Deputy Superintendent, and/or the Superintendent

Physical Demands:

- Ability to regularly walk, run, sit, stoop, kneel, crouch, crawl, push, pull

- Ability to lift a maximum of 40 pounds.
- Sitting for extended periods of time may be required.
- Adequate manual and finger dexterity, hearing, speech, and vision are necessary to perform the essential functions of this position
- Occasional travel within the ESD 171 region. Some overnight travel may be required
- Extended or flexible hours as necessary

Application Procedure:

The North Central ESD is accepting applications for this position online only. To access our online application, please click the link below.

All completed packets must be submitted online and include:

- Resume
- Cover Letter
- Three Professional References Contacts
- Washington State Sexual Misconduct Disclosure Release

[Click here to apply](#)