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**Job Title:** Behavior Specialist

**Supervisor:** Director of Special Education

**Terms of Employment:** 220 days

**Job Summary:**

To support district-wide special education staff as well as general education teachers and administrators in the provision of behavioral supports and services designed to assist students with autism spectrum disorders, emotional disabilities and/or behavior challenges in the least restrictive environment (LRE).

**Essential Duties:**

1. Plan and oversee the development and implementation of programs and best practices related to instruction using appropriate methodologies for students with disabilities.
2. Provide functional behavioral analysis and assessments for individual students.
3. Create and assist District staff with the development and implementation of behavior plans, services and other appropriate programs for students with autism spectrum disorders, emotional disabilities, and/or other disabilities that present behavior/learning challenges.
4. Participate in Individualized Education Plan (IEP) teams providing support and management for the implementation of behavior plans.
5. Provide coaching and modeling to staff on data collection, data analysis and delivery of behavioral interventions and supports.
6. Manage student data and prepare pertinent reports.
7. Develop materials, provide resources and deliver professional learning to relevant personnel in evidence-based methodologies for working effectively with students with autism spectrum disorders and other disabilities.
8. Assist with monitoring the performance of Behavioral Coaches, Behavioral Lead Paraprofessionals and other relevant paraprofessionals.

**Other Duties:**

Performs such other duties as may be assigned.

**Job Specifications:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



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**Minimum Qualifications (Knowledge, Skills and Abilities Required):**

1. Master's degree from an accredited university
2. Minimum 3 years experience working as a behavior or autism specialist or related field
3. Experience working in an educational setting and Board Certified Behavior Analyst Certification (BCBA) preferred
4. Such alternatives to the above qualifications as the Board may find appropriate and acceptable

**Physical Requirements:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to stand and reach with hands and arms; walk; sit; stoop or kneel; crouch or crawl.

Additional physical requirements include the following:

- Physically capable of frequently lifting or moving up to 40 pounds;
- Specific vision requirements include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to focus;
- Ability to sit and stand for extended periods of time;
- Manual dexterity for the purpose of using a telephone and data entry;
- Read a computer screen and printed material with or without vision aids;
- Hear and understand speech at normal levels and on the telephone; and
- Speak in audible tones so that others may understand clearly in person and on the telephone.

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Pay Grade: 210**

Please click [here](#) for salary scales.

***This job description in no way states or implies that these are the only duties to be performed by this employee. The employee will be required to follow any other instructions and to perform any other related duties as assigned by the appropriate administrator or supervisor. Horry County Schools reserves the right to update, revise or change this job description and related duties at any time without prior notice.***

*Revised 10-20-2025*