



Job Title: Behavioral Health Technician (BHT) – Detox & Residential Treatment

Department: Behavioral Health / Substance Use Treatment

Reports To: Clinical Supervisor / Program Manager

Position Summary:

The Behavioral Health Technician (BHT) provides direct support and supervision to clients in detoxification and residential treatment settings. This role is responsible for ensuring a safe, structured, and therapeutic environment while assisting clients through early recovery. The BHT works closely with clinical staff to support treatment plans, monitor client well-being, and promote positive behavioral change.

Key Responsibilities:

- Monitor client safety, conduct checks, and document observations
- Conduct regular client check-ins, observations, and safety rounds, including documentation of behaviors and incidents
- Assist with intake, orientation, and discharge processes
- Support clients during withdrawal; report medical or behavioral concerns promptly
- Help facilitate groups and recovery-based activities as assigned
- Provide emotional support, encouragement, and crisis intervention when needed
- Transport clients to appointments or activities as required
- Complete timely, accurate documentation in accordance with agency and regulatory standards

- Enforce program policies, boundaries, and structure in a consistent and respectful manner
- Assist with daily living activities, including meal times, hygiene routines, and housekeeping expectations
- Participate in team meetings, trainings, and ongoing professional development
- Perform other functions and tasks as assigned

Qualifications:

- High school diploma or GED required
- Previous experience in behavioral health, substance use treatment, or human services preferred
- Knowledge of addiction, recovery principles, and trauma-informed care is strongly preferred
- Certified Med Aid preferred
- CPR/First Aid certification (or ability to obtain upon hire)
- Valid driver's license and clean driving record

Skills & Competencies:

- Strong interpersonal and communication skills
- Ability to manage crisis situations calmly and effectively
- Professional boundaries and ethical decision-making
- Observation and documentation accuracy
- Team-oriented with the ability to work independently
- Cultural sensitivity and respect for diverse populations

Work Environment & Requirements:

- 24/7 facility requiring flexible scheduling, including nights, weekends, and holidays
- Ability to stand, walk, and remain alert for extended periods
- Ability to safely intervene in crisis situations, including de-escalation and, if trained, physical intervention

- Exposure to individuals in various stages of withdrawal and mental health distress

Preferred Attributes:

- Lived experience in recovery (as appropriate and aligned with program values)
- Experience working in detox or residential settings
- Familiarity with electronic health records (EHR) systems

Benefits:

- Competitive Pay (DOE)
- 10% overnight differential
- Health Insurance
- Vision Insurance
- Dental Insurance