



BUILDUP BEHAVIOR AIDE

Our School:

Founded in Ensley in 2018, BuildUP is a private, workforce development high school located in the Titusville community of Birmingham. The vision of BuildUP is to equip youth, their families and communities to determine their own future by empowering students to:

1. Acquire a self-directed, career-focused education
2. Gain knowledge and skills in a high-paying, high demand field of their choosing
3. Own homes to build personal wealth and lead long-term neighborhood revitalization

BuildUP C.O.R.E. values: Community, Ownership, Resilience and Excellence.

Job Purpose:

The BuildUP Behavior Aide is responsible for assisting the school administration in addressing and managing challenging behavior in high school students. The aide is expected to work with students in a supportive and positive manner to help them develop positive behavior patterns that will improve their academic and social outcomes. This job reports directly to the Dean of Culture.

Key Responsibilities:

- Provide support to students with behavioral challenges in a consistent and fair manner.
- Monitor students with behavioral challenges during classroom, lunchroom, and hallway activities.
- Collaborate with school administration to develop, apply or amend behavior plans, goals, and objectives for students displaying negative behaviors.
- Keep detailed records and documentation of behavior incidents, interventions, and progress.
- Communicate with the school administration, teachers, and parents to ensure a coordinated approach to helping students with behavioral challenges.
- Help students to develop appropriate social skills and behavioral responses through modeling and reinforcement of positive behaviors.
- Provide crisis intervention and support as needed.
- Attend and participate in staff meetings, training, and professional development sessions as required.
- Ensure compliance with school policies and procedures for student behavior.

Qualifications and Skills:

- A high school diploma, GED, or equivalent is required.
- Previous experience working with high school students with challenging behavior is preferred.
- Knowledge and experience teaching and applying restorative justice methods is vital.



- Ability to motivate, inspire and challenge students is essential.
- Knowledge of effective behavior management techniques, crisis intervention, and positive behavior reinforcement is required.
- Knowledge of sports and athletics is helpful.
- Excellent communication skills and the ability to work collaboratively with administration, teachers, and parents is essential.
- The ability to maintain confidentiality and handle sensitive information is critical.
- A valid driver's license is required to assist with transporting students to and from internships and work sites.

Working Conditions:

The BuildUP Behavior Aide will operate in a classroom and office environment. The work may involve extended periods of sitting and standing, as well as some light physical activity. The job may require occasional evening or weekend work to support student activities or events.

Salary and Benefits:

This is an hourly position for 32-40 hours per week at \$20-30 an hour. The compensation for this position will be commensurate with experience and qualifications.

- Full-time employees are eligible for health, dental, vision
- Retirement: 401k offered with 4% employer match for a 5% employee contribution after 1 year of service
- Bi-Weekly pay

To Apply:

Send resume and cover letter of interest to operations@builduup.work.