



AMERICAN
SCHOOL
OF PARIS



JOB OPPORTUNITY

LOWER SCHOOL BEHAVIOR SPECIALIST

Summary

- Contract type: full time, temporary (100% CDD)
- Contract term: August 17, 2026–June 16, 2027

The Behavioral Specialist provides dedicated, one-on-one support to one or more students with complex behavioral, social-emotional, or neurodevelopmental needs (such as ASD, ADHD, or ODD). This role focuses on implementing individualized behavior intervention plans, facilitating social integration with peers, and providing real-time de-escalation support. The specialist works in collaboration with the student(s)' teacher(s) and the Learning Support Team to ensure the student(s) meets the Individualized Education Plan (IEP) or Behavior Learning Plan goals within the general education environment.

The specialist will serve as a bridge between the student(s)' therapeutic needs and the general education environment. The primary goal is to foster independence while ensuring the student(s) can safely and successfully participate in the learning environment.

This individual may also be needed to step in to provide high-quality classroom instruction in the absence of the regular teacher, ensuring a seamless and effective learning environment for all students.

About ASP

Founded in 1948 and located in one of the most beautiful and romantic cities in the world, the American School of Paris is one of Europe's oldest and most well-regarded international schools.

ASP offers an outstanding academic and extracurricular experience for our 800 students, on the finest international school campus in the Paris region. We are the only school in France to offer both the International Baccalaureate and American Advanced Placement courses. Our diverse and welcoming community comprises over 65 nationalities.

Our mission is to inspire and prepare each student to achieve personal and academic excellence. We look for highly-trained, experienced educators and administrators who continually expand their subject knowledge and technology prowess. Approximately 74% of our faculty hold a master's degree or higher.

Professional development is an integral part of the ASP work experience. In-house and off-site training programs and conferences by thought leaders help to evolve our skills. If you think you'd like to join us, and that you're the right person for this position, we look forward to hearing from you.

Essential Duties & Responsibilities

Essential duties and responsibilities include, but are not limited to, the following:

Adhere to ASP's mission and expectations including but not limited to meeting the professional standards established at the school.

Individualized Student Plan(s)

- Lead the development of the student(s) individualized plans collaborating with the administration, learning support team, teachers, external providers, and parents as appropriate.
- Execute the student's Individualized Learning Plan and/or Behavior Intervention Plan (BIP) with fidelity, utilizing evidence based approaches and including antecedent-behavior-consequence (ABC) strategies.

Inclusive Academic & Social Support

- Environmental Adaptation: Collaborate with teachers to modify classroom materials and the physical environment (e.g., using visual schedules or noise-canceling headphones) in response to needs.

- **Social Facilitation:** Actively coach the student during peer interactions (recess, group work, lunch) to build social stamina and appropriate play skills.
- **Monitor Collaboration:** Work closely with playground and cafeteria monitors to implement and reinforce social skill interventions and positive behavior supports in less structured school environments.
- **Academic Scaffolding:** Work alongside the lead teacher to break down instructions into manageable steps, with the goal of learning engagement. Modify curriculum and engagements/activities as needed.

Data Collection & Collaboration

- **Behavioral Tracking:** Maintain rigorous daily logs of targeted behaviors, frequency, and duration using the established format (i.e. ABC charts) to inform clinical decisions and ILP reviews
- **Team Communication:** Participate in identified administrative meetings, team meetings, division meetings, and meetings with providers when needed.
- **Home-School Liaison:** Provide regular, objective updates to parents regarding progress and challenges using the established school protocols in direct collaboration with division director.

Qualifications & Experience

Required Knowledge and Skills

- Proficiency in Positive Behavior Intervention Systems, Applied Behavior Analysis (ABA) or similar evidence-based behavioral frameworks.
- **Crisis Intervention:** Certification in recognized de-escalation programs (e.g., CPI, Safety-Care, or PMT).
- **Neurodiversity Competency:** Deep understanding of how sensory processing issues and executive functioning deficits manifest in school settings.
- **Discretion and Professionalism:** Ability to support a student discreetly to avoid "velcro-ing" (creating over-dependence) and to respect the student's dignity among peers.

Minimum Qualifications

- Bachelor's degree in Psychology, Special Education, Social Work, or a related field.
- RBT (Registered Behavior Therapist) or Certified Behavior Analyst/Interventionist or equivalent school-based behavioral certification preferred.

- Minimum of 2 years of experience working one-on-one with children exhibiting high-intensity behaviors in a school or other setting preferred.

Highly Valued

- Flexibility and Adaptability: Ability to quickly pivot between responsibilities which may include classroom coverage for larger groups.
- Patience and Empathy: A genuine passion for supporting students with diverse learning needs.

Working at ASP

ASP is an equal-opportunity employer. We value a diverse workforce and an inclusive culture and we encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity, or expression, marital status, citizenship, and disability.

ASP is committed to ensuring that all students are safeguarded and protected from all forms of violence, abuse, exploitation, and neglect. Upon employment, all faculty and staff members are required to sign a student protection agreement, and undergo a background check.

Application Process

Please email a cover letter and a resume or CV to ptorres@asparis.fr.