



**F I R S T S T E P S**  
early intervention program

**Employment Application**  
An Equal Opportunity Employer

Date 2019/09/05

**Personal Information**

Lin \_\_\_\_\_ Zhen \_\_\_\_\_  
Last Name First Name Middle  
1408 W. Washington Blvd apt 110 Los Angeles CA 90007  
Street Address City State Zip Code  
5305749442 linzhen@usc.edu  
Cell Phone Home Phone Email Address  
Language(s) Spoken: Chinese, Cantonese, English

**Employment Desired**

Position applying for: Behavior Technician ☐ Full Time ☒ Part Time  
Desired Start Date: 2019/09/05 Desired Compensation: 23 (based on former job salary)  
How many hours per week are you willing to work? 20  
What days and hours are you available to work? Mon - Sun  
Do you have reliable transportation to and from work? ☒ Yes ☐ No  
Are you able to perform the essential functions of the job ☒ Yes ☐ No  
for which you are applying, either with or without reasonable accommodation?  
If no, describe the functions that cannot be performed. \_\_\_\_\_  
(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination, and to skill and agility tests.)  
Have you ever applied to or worked for FirstSteps for Kids, Inc.? ☐ Yes ☒ No  
If yes, what location and when? \_\_\_\_\_  
Referred By: Jonathan Tarbox, Jennifer Harris

**Admin use Only** Tentative Start Date: \_\_\_\_\_ Direct Rate Offered: \_\_\_\_\_



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### Education

University/College/HS Attended	No. of Years Completed	Year Graduated	Degree Earned
<u>University of California, Davis</u>	<u>4</u>	<u>2017</u>	<u>Bachelor of Science in experimental psychology</u>
<u>University of California, Davis</u>	<u>4</u>	<u>2017</u>	<u>Bachelor of Arts in music, composition</u>
<u>University of Southern California (future)</u>	<u>2</u>	<u>2021</u>	<u>Master of Science in Applied Behavior Analysis</u>

### Employment History

Please start with your present or most recent position. You may include military or volunteer experiences, however, please exclude organization names that indicate race, color, religion, sex or national origin.

<u>BrainCo LLC</u>	<u>neurofeedback product</u>		
Name of Employer	Type of Business		
<u></u>	<u>Hangzhou, China</u>	<u></u>	<u></u>
Street Address	City	State	Zip Code
<u>Dr. Jincheng Yang</u>	<u></u>	<u>jincheng.yang@brainco.tech</u>	
Name of Supervisor	Supervisor's Phone	Supervisor's Email	

Dates of Employment: 08/2019 present(remote supervision) Reason for Leaving:   
From (MM/YY) To (MM/YR)

Your Position & Duties: functions of behaviors, implemented behavioral goals, and modeled teaching strategies  

- Designed the whole ABA system, including IEP assessment, ABA data recording, graphic and report
- Supervised therapist and trained guardians of children with Autism Spectrum Disorder in the
- Provided long-term IEP plan and DDT programs update suggestions

May we contact this employer for a reference? ☒ Yes ☐ No

<u>University of Maryland, College Park</u>	<u>Research</u>		
Name of Employer	Type of Business		
<u>University of Maryland, College Park</u>	<u>College Park</u>	<u>MD</u>	<u>20742</u>
Street Address	City	State	Zip Code
<u>Alec Solway</u>	<u>6099772573</u>	<u>asolway@umd.edu</u>	
Name of Supervisor	Supervisor's Phone	Supervisor's Email	

Dates of Employment: 01/2018 05/2019 Reason for Leaving: To graduate school  
From (MM/YY) To (MM/YR)

- Focused on understanding information processing in human learning, decision-making, and episodic memory and how it is
- Designed and coded for all of the computational experiments
- Recruited and screened participants, scheduled sessions and coordinated research plans
- Collected data from EEG and Amazon Turk and analyzed data independently
- Assisted with grant application writing
- Recruited and supervised undergraduate researcher
- Managed IRB protocols and coordinated day-to-day lab operations
- Adminstrated and did accounting for research grant

Your Position & Duties: \_\_\_\_\_

May we contact this employer for a reference? ☒ Yes ☐ No

RBT \_\_\_\_\_ aba company \_\_\_\_\_  
 Name of Employer \_\_\_\_\_ Type of Business \_\_\_\_\_  
 \_\_\_\_\_ Silver Spring \_\_\_\_\_ MD \_\_\_\_\_  
 Street Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
 \_\_\_\_\_ 2407609757 \_\_\_\_\_ dominika@languageandbehaviorcenter.co  
 Name of Supervisor \_\_\_\_\_ Supervisor's Phone \_\_\_\_\_ Supervisor's Email \_\_\_\_\_

Dates of Employment: 07/2018 01/2019 Reason for Leaving: Not a good quality of ABA service  
 From (MM/YY) To (MM/YR)

Your Position & Duties: \_\_\_\_\_  
 • Conducted one-on-one intensive in-home based behavior and language therapy with 5-10 years old children diagnosed with ASD  
 • Held sessions for mixed syndrome ASD children, observed behavior, collected data, tracked children's independent success  
 • Communicated with clients, employers and schedulers daily

May we contact this employer for a reference? ☐ Yes ☒ No

Additional Skills or Qualifications

Are you licensed/certified for the job applied for? ☒ Yes ☐ No

RBT \_\_\_\_\_ RBT-18-71702 \_\_\_\_\_ 11/28/2018  
 Name of License/Certification \_\_\_\_\_ License/Certification Number \_\_\_\_\_ Issuing State \_\_\_\_\_

Has your license/certification ever been revoked or suspended? ☐ Yes ☒ No

If Yes, state reason(s), date of revocation/suspension, and date of reinstatement: \_\_\_\_\_

Do you have any other experience, training, qualifications, or skills that you feel make you especially suited for work at FirstSteps for Kids? ☒ Yes ☐ No

If Yes, please explain: I can speak multi-language, have many computational research experience, good interaction skills.



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### Professional References

List at least three persons not related to you who have knowledge of your work performance within the last three years.

Solway	Alec	supervisor
<input type="checkbox"/> Last Name	First Name	Relationship
6099772573	asolway@umd.edu	2
Phone Number	Email Address	No. of Years Acquainted

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Tarbox	Jonathan	direct supervisor
<input type="checkbox"/> Last Name	First Name	Relationship
8184816127	jtarbox@usc.edu	1
Phone Number	Email Address	No. of Years Acquainted

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Zhaoju	Shen	supervisor
<input type="checkbox"/> Last Name	First Name	Relationship
404-988-2600	kelly@wepartnerusa.com	2
Phone Number	Email Address	No. of Years Acquainted

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<input type="checkbox"/> Last Name	First Name	Relationship
Phone Number	Email Address	No. of Years Acquainted

### Office Use Only:

☐ References Checked By: \_\_\_\_\_ On: \_\_\_\_\_  
Name Signature Date



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**Authorization**

Please Read Carefully, Initial Each Paragraph and Sign Below.

\_\_\_\_\_ I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

\_\_\_\_\_ I hereby authorize FirstSteps for Kids, Inc. to thoroughly investigate my references, work record, education and other matters related to my suitability for employment unless otherwise specified above. I further, authorize the references I have listed to disclose to the company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the Company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

\_\_\_\_\_ I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the Company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the Company, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and the Company's designated representative.

\_\_\_\_\_ In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire. I certify that I am eligible to work in the United States and can provide proof of documentation.

\_\_\_\_\_ The information requested below is necessary for the specific position for which you are applying. A "yes" answer will not necessarily disqualify you from the position. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position applied for may, however, be considered. Any information regarding criminal history will be maintained confidentially.

Applicant's Signature

2019/09/05

Date



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Clinical Writing Sample

Do you agree or disagree with the following statement? Parents are the best teachers. Please give reasons and examples to support your answer.

From the experience of research and clinical work with children who have autism, I greatly support the statement that parents are the best teachers.

First of all, as behavior technicians, we knew that having enough hours of ABA training is highly correlated with the progression of children. Parents meet the children everyday, except for the few hours of school work, so no one can substitute for the role of parents.

Generally speaking, the average of ABA services only cover 20-30 hours per week based on children's need. While, the parents stay with the children for the rest of over 100 hours. Merely from the exposure time, the parents would be the best teachers.

Secondly, according to psychological scientific research, parents have great influence on children, no matter on their mental status, daily social skills or temper. Although the parents did not directly coach their children like real teachers, children's daily behaviors will be deeply influenced by parenting interaction. For example, a children who was treated with patient and kindness has high possibility to be a warm and mental stable person when he or she grows up. A significant correlation was found that the children who stay with the parents who have violent behaviors have higher tendency to get different levels of mental illnesses when they grow up. Above all, I believe parents are always the role model of the children and they are the best teachers.



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Schedule of Availability

Zhen Lin

2019/09/05

Name

Date

Are you available to work full-time or part time?

☐ Full Time  
( > 30 hrs/wk)

☒ Part Time  
( < 30hrs/wk)

Are you available from 2pm-6pm Monday thru Friday?

☒ Yes

☐ No

Are you available to work past 6 PM if your kiddos need the extra direct time? ☒ Yes ☐ No

Are you *unavailable* on any day? ☐ Yes ☒ No

If yes, what days/times are you *unavailable*?: \_\_\_\_\_

Are you available to consistently work weekends during the first 12 months of employment? ☒ Yes ☐ No

If Yes, please indicate times available: ☒ Saturday \_\_\_\_\_ ☐ Sunday \_\_\_\_\_

Will your availability remain the same for this entire scheduling period (the next 6 months)? ☒ Yes ☐ No

NOTE: If hired you will be expected to honor the info provided on this availability form. Making changes to your availability before the next schedule change may result in a change in your employment status.

Comments: \_\_\_\_\_

Signature at Interview

Date

Signature on First Day of Training

Date