

Job Title: Board Certified Behavior Analyst (BCBA)

JOB DESCRIPTION

Summary

The Board Certified Behavior Analyst (BCBA) is responsible for providing supervision and training to Behavior Therapists (BTs) and Registered Behavioral Technicians (RBTs), developing and managing individualized intervention plans for clients, conducting regular behavior and skills assessments, and continuously monitoring client data to ensure treatment efficacy. The role requires extensive knowledge of the application of evidence-based Applied Behavior Analysis (ABA) interventions that are proven to be effective for individuals with autism, strong analytical and communication skills (written and verbal), and the ability to travel to local centers. The BCBA must comply with all ethical and legal standards and work collaboratively with clients, families, and team to deliver the highest quality ABA services.

Duties/Responsibilities

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.

- Provide supervision to Registered Behavioral Technicians (RBTs) working with clients
- Develop a child-specific intervention plan in accordance with ABA best practices
- Train each team member on their client's specific intervention plan
- Continuously conduct weekly reviews of data to ensure that intervention is effective
- Modify any programs for which client is not demonstrating progress
- Continually update client's program and goals when client demonstrates mastery
- Conduct assessments including, but not limited to: VB-MAPP, ABLLS, AFLS, Vineland-3
- Track and maintain client insurance authorizations, updating all client treatment plans on time
- Conduct Functional Behavior Assessments (FBAs)
- Participate in bi-weekly BCBA group meetings and regular 1:1 meetings with the Clinical Integrity Officer (CIO) to review caseload progress / needs
- Provide caregiver training for all clients, at least once per month
- Maintain BACB requirements for CEUs and certification renewal
- Keep abreast with advancements and best practices in the field
- Provide direct coverage for clients, as needed
- Provide support and assistance to the team, in the center, during business hours
- Maintain a caseload with an average of at least 28 impact hours per week

Supervisory responsibilities

- Individualize supervision for RBT and client needs, and in line with BACB requirements
- Supervise every client on caseload at least once every week
- Supervise students who are working towards their BCBA certification
- Conduct monthly competencies and treatment integrity checks with RBTs
- Review RBT session notes for accuracy and provide detailed feedback to RBTs.
- Provide ongoing positive and constructive feedback to support the development of RBT teams

Requirements



- A Master's degree in ABA, special education, psychology, or related field, with specialized knowledge of ABA
- BACB Board Certified Behavior Analyst (BCBA) required
- Possess extensive knowledge and training in Applied Behavior Analysis.
- Previous experience supervising RBTs preferred.
- Previous experience supervising ABA students preferred.

Additional eligibility requirements

- Must abide by Professional and Ethical Compliance Code for Behavior Analysts per the BACB
- Must abide by HIPAA policies set forth by InBloom and federal regulations
- Must have reliable transportation, driver's license, insurance, and smartphone
- Work positively and favorably with clients, families, and team
- Demonstrate compassion, responsibility, collaboration, and cheerful attitude
- Requires strong analysis, judgment, negotiation, and problem-solving skills
- Ability to communicate effectively, both oral and written

Work environment

Noise Level is moderate to loud

Physical requirements

- Physical capacity to move quickly and respond to potentially aggressive behavior and de-escalate situations with clients.
- Prolonged periods of standing, walking, kneeling, bending, squatting, running and/or sitting in order to interact with clients.
- Must be able to move and lift up to 50 pounds to assist with client positioning or mobility.
- Adequate vision and hearing are required to ensure safety while working with clients. Requires strong visual acuity, good peripheral vision, and sufficient depth perception to maintain client safety and prevent harm.
- Eye-hand coordination and manual dexterity to operate office equipment and other necessary tools.

Travel required

Up to 25% travel, by car to assigned local centers that InBloom currently provides services in, or will be providing services in the future, based on the region and company needs

Affirmative Action/EEO statement

InBloom Autism Services provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.