



## **BCBA Clinician Position**

We are seeking a Board Certified Behavior Analyst (BCBA) or a Board Certified Behavior analyst BCaBA)to join our team. The BCBA will be responsible for providing behavior analysis services to clients with autism spectrum disorder and related developmental disability in a variety of settings, including clinic, home, school, community settings. The BCBA will develop and oversee behavior intervention plans, conduct assessments, train and supervise behavior technicians, as we as parents.

### **Responsibilities**

1. Participate in intake meetings
  - A. Discuss what ABA is all about
  - B. Familiarize with the facility and being able to do a walk through of the facility to prospective and current clients.
  - C. Explain TLS approach and type of assessment tools we use
  - D. Being able to communicate with parents and or family members
  - E. Provide referrals to OT, Speech, and PT if needed.
  
2. Conduct initial assessments, concurrent reviews, and follow up reviews requested by insurance.
  - A. Familiarize yourself with VB-MAPP, Vineland, PEAK, ABLLS, AFLS, QABF, FAST and Functional Behavior Assessments and develop an individualized behavior plan based on the results.
  
3. Develop a child-specific behavior plan in accordance with the principles of Applied Behavior Analysis.
  - A. After gathering informal and formal data, a complete treatment plan report to be submitted to insurance.
  - B. Arrange meetings with the family to present the treatment plan.
  - C. Monitor and adjust behavior reduction plan throughout the treatment period in accordance with the child's progress.
  - D. Update skill acquisition targets and programs when needed based on each client's progress and mastery criteria.
  - E. Place targets on maintenance, hold, mastery, or re-open when needed.
  - F. Review progress notes (tracking sheets) and behavioral graphs monthly
  - G. Review client's materials and provide the necessary instructions to therapists to make materials using TLS equipment and resources. If materials can't be made, a purchase request can be submitted via email to admin.



4. Provide ongoing supervision and training

- A. Train each therapist on their client's specific behavior reduction treatment plan as well as each client's specific skill acquisition targets.
- B. Review progress notes and help therapists learn how to better explain their observations in observable and measurable terms.
- C. Conduct performance evaluations every 4 months.
- D. Meet once a month with team leads to discuss the progress of children.
- E. Coordinator to discuss any changes, concerns, train on a particular topic, etc. Review bar graphs and linear graphs for behavior reduction targets.

5. Familiarize yourself with the RBT, BCBA handbook, and the ethical guidelines for both positions. It is expected for the clinical director assistant or BCBA to understand such documents in order to not only model ethical behavior, but to train others in the area if needed.

6. Provide consultation and training for parents, teachers, and community members.

7. Collaborate with other treatment team members and members of the child's education environment regarding patients' progress through interdisciplinary team meetings, record review, and informal discussions as appropriate.

- A. SLPs
- B. OT and PT
- C. Schools (ARD meetings, school observations, meetings educators, and client's advocator)

8. Conduct weekly in home visits if applicable

- A. Check for fidelity of treatment
- B. Assess home environment (important before providing antecedent modification related to the environment such as materials, equipment, different rooms, etc.

9. Conduct direct ABA therapy as needed 1:1 or social group 1:4/1:5

**We offer a competitive salary, comprehensive benefits package, and opportunities for professional development and advancement. If you are a motivated and dedicated BCBA looking to join a dynamic and growing team, please submit your resume and cover letter for consideration.**

Healthcare insurance

Paid time off including holidays

Professional development opportunities and CEU



The Learning Spot  
Consulting Services LLC

Employee discount for in house child care (3-5 yrs old)

### **Qualifications**

- Master's degree in behavior analysis, psychology, special education, or behavior and mood disorders.
- Board Certified Behavior Analyst (BCBA) certification
- HIPAA certificate (may be provided in house)
- Humility and Cultural awareness training certificate( may be provided in house)
- Minimum of 1 year BCBA experience
- Strong knowledge of behavior analysis principles and techniques
- Excellent communication and interpersonal skills
- Ability to work independently and as part of a team
- Experience working with children with autism and other developmental disabilities is preferred
- Valid Driver's license and reliable transportation
- In-person trained CPR certification

### **Compensation**

\$65,000-\$80,000 Entry level, less than 1 Year experience

\$75,000-\$90,000 Based on experience

If you are interested,download and fill out the Employment application ( click in Join Us) and email to [jbrown@tlsaba.com](mailto:jbrown@tlsaba.com) along with your resume and any other information you would like to share.