



BCBA Job details

Salary: \$50,000 - \$90,000 a year

Job Type: Full-time

Number of hires for this role: 2 to 3

Start Date: Immediate

Location: Houston, TX

Qualifications

- BCBA Certification from BACB.com (Required)

Full Job Description

Seeking (2) to (3) Board Certified Behavior Analysts - BCBA

About Us: The Next Step Academy is a day treatment program that specializes in providing comprehensive and customized therapeutic education to individuals with Autism Spectrum Disorders (ASD) and other neurodevelopment and learning differences. We deliver therapeutic education that builds developmental foundations, unlocks potential for learning, develops skills for independence and creates opportunities for success.

We are looking for passionate individuals who are experienced Board Certified Behavior Analysts (BCBA). Must love children, be open to learning and growing, training others and making a meaningful contribution to an inter-disciplinary team. Regular work hours are Monday - Friday, must be willing to work on a rotating Saturday shift schedule.

Board Certified Behavior Analyst (BCBA) Qualifications:

Applicants must be actively certified and in good standing as a BCBA with the Behavior Analyst Certification Board (BACB.com)

Global Purpose/Mission:

The purpose of the Board Certified Behavior Analyst (BCBA) position is to deliver high quality therapeutic education to our clients, while also training and guiding the registered behavior technicians to be the best they can be, so that we create positive life change for the client, according to their treatment plan.

Focused Purpose:

The BCBA is a guiding force within the clinic and is a model of The Next Step Academy's core values to other employees. The BCBA is an active participant in the ongoing development of the company's healthy growth

and positive culture, ensuring that clients programs are well documented and progressing towards set goals, that behavior technicians are equipped to successfully implement treatment plans and that parents are being trained to implement ABA principles outside of the clinic setting.

Equipment Required:

This position requires the employee to have a computer, preferably a laptop. If the employee does not have a computer, they have the option to utilize the Employee Equipment Benefit Program in order to acquire a computer.

Responsibility Bands:

- **Provide Direct 1:1 Therapy (variable/as needed)** - Responsible for working in ratio as needed and break relieving staff to ensure we are able to meet the needs of our clients, reducing the need to cancel sessions and maintain our operational budget needs.
- **BCBA Supervisor/Case Management (60-90%)** - Operate as the BCBA for a designated caseload by engaging in assessment and treatment plan design, protocol implementation, data collection and protocol modification. Engage in supervision activities with RBTs working on the case to increase competency and confidence of staff, and provide high quality direct services to our clients. Conduct parent/caregiver training sessions to teach ABA skills and support in generalization to the home environment. This includes the production of reporting required to obtain and maintain insurance pre-authorization for services.
- **Strategic Planning (10%)** - Develop strategies in partnership with clinical team and company leaders to support the clients and employees in unlocking their full potential, ensure high satisfaction rates among families utilizing our services and helping the company achieve its goals.

Other Duties: *Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibility and activities may change at any time, with or without notice.*

COVID-19 considerations:

We're using Quickscreen to check symptoms daily. All employees are wearing masks in the building. Limiting visitors and guests. Routine sanitization of space.

License/Certification:

- Licensed Behavior Analyst (LBA) in Texas (Preferred)
- BCBA Certification from BACB.com (Required)

To Apply: Please email a copy of your resume and a cover letter to ben.f@thenextstepacademy.org



1-Year Accreditation