

# West Texas Needs You!



Are you looking for a friendly and affordable city to call home? Look no further than Lubbock, TX! Located in the heart of West Texas, Lubbock offers a vibrant and growing community with a low cost of living and plenty of opportunities for outdoor recreation.

Whether you're a young professional or a growing family, Lubbock has something for everyone. With top-rated schools, a thriving arts and culture scene, and a variety of shopping and dining options, you'll never be bored in Lubbock.

Plus, for the right candidate, **relocation assistance** can be provided to help make your move to Lubbock as smooth and easy as possible. With easy access to major highways and an international airport, Lubbock is the perfect place to start your next adventure.

So why wait? Come discover all that Lubbock has to offer and start your next chapter in the "Hub City" today!

[www.teampbs.com](http://www.teampbs.com)



**Positive Behavior Supports Corporation (PBS Corp) is hiring for Board Certified Behavior Analysts (BCBAs and BCaBAs) on our team in West Texas!**

**Our Organization:**

PBS® Corp. is the premier provider in delivering in-home ABA services. You have the opportunity to work in dynamic family environments and develop behavior programs in real world setting with a focus on quality of life. At PBS Corp., you are provided with a great team of leaders, peers and direct support staff. With PBS Corp., there are many opportunities for professional growth, as you are encouraged and supported in developing and executing goals.

**Board Certified Behavior Analyst or Board Certified Assistant Behavior Analyst (BCBA / BCaBA) Job Description:**

As a Behavior Analyst (BCBA/BCaBA) you will provide family-centered ABA services to individuals with behavior challenges and skill deficits. Behavior Analyst are responsible for:

- Adhere to and support PBS Corp.'s policies and procedures, providing necessary training for behavior assistants, RBT's, Program Managers and/or BCaBA's and communicating these expectations to parents, service providers, and funders as necessary.
- Communicate openly with Regional Coordinator regarding: a) availability and limits for accepting clients, b) concerns affecting delivery of services, and c) other issues requiring attention. This includes returning emails and phone calls from the Regional Coordinator within 48 business hours.
- Collaborate with caregivers and other service providers to enhance and integrate intervention (e.g., within IEPs, ISPs, support plans), communicating verbally and in writing and attending meetings as needed. This includes returning emails and phone calls from caregivers within 48 business hours.
- Complete assessments, develop written reports, updates, and graphs within designated timelines, following the PBS Corp. protocol checklist and using the behavior plan template as designed.
- Upload behavior plans, plan updates, support plans (if applicable), monthly graphs with current data, and all other client documentation required by funding sources and PBS Corp. on the online system in accordance with required timeframes determined by pay sources.
- Initiate and document Peer Reviews, LRC review, and/or Team Meetings for clients for whom it is required per funding source and/or PBS Corp. guidelines. Includes attending all meetings mandated by funding agencies (e.g., support plan review, IEP).
- Develop quarterly or annual reports in accordance with requirements of the funder, ensuring administration of the quality of life assessment at least every 6 months and caregiver surveys at least yearly.

- Attend scheduled 'Analyst Roundtable' meetings held by PBS Corp. either in person or online. If unable to attend, communicate with the regional coordinator within 48 business hours to get information and resources provided.

**Board Certified Behavior Analyst or Board Certified Assistant Behavior Analyst (BCBA / BCaBA) Salary Tier System:**

As the leader in Applied Behavior Analysis (ABA) services, we have created a dynamic tier system for analysts to work with PBS in various capacities. You tell us your availability, and we work with you to decide on which salary Tier works best based on how many cases you want to work with us. And as a BONUS you are eligible to earn Incentive Compensation Pay every quarter (2.5 of your salary every quarter for meeting your key performance indicators, that's up to an additional 10% to your salary every year!)

**Benefits And Perks for Board Certified Behavior Analyst or Board Certified Assistant Behavior Analyst (BCBA / BCaBA):**

PBS Board Certified Behavior Analyst (BCBA / BCaBA) Tier system allows for flexibility with hours worked and earning potential!

- **\*\*Very Competitive Wages including opportunities to earn Quarterly Bonuses! \*\***(BCBA rates up to \$57 / hour, BCBA salaried positions beginning at 13 clinical hours per week. BCaBA rates up to \$37 / hour, BCaBA salaried positions beginning at 23 clinical hours per week)
- **Flexible Schedules!** (Work Full Time or Part Time! Set your own availability, and we match you with cases that meet your schedule!)
- **\*\*Cases available for immediate start \*\***(after credentialing is completed)
- Health Insurance (for Full Time employees, providing ABA services 20+ hours a week)
- Flexible Time Off Policy, and Vacation Credit (for Full Time employees)
- Vacation Credit (for Full Time employees)
- Paid Sick Leave
- Paid Weekly
- 401K Retirement Options (for Full Time employees)
- Conference Bonuses
- Online behavior plans to speed up plan development
- Electronic Behavior Plan with individualized feedback systems to develop highest quality plans.
- Custom Data Collection and Graphing
- Paid Drive Time Between Client Homes (for hourly positions)
- Geolocation technology to match you with clients to maximize your availability and minimize drive time

- Secure Chat Communications system, personal phone extension, and email
- University Partnerships that include tuition reduction
- Live and On-line CEU's Free for Team Members
- Ability to transfer to any of our service locations

Check out our website at [www.teampbs.com](http://www.teampbs.com) to learn more about Team PBS and to apply for the position!

Email Kyleigh Velsor at [kpender@teampbs.com](mailto:kpender@teampbs.com) with any questions!