

Both Positions:

Job Title: Licensed Behavior Analyst (Covers Multiple Locations)

Position #1 Covers: San Marcos, New Braunfels, Llano, and Fredericksburg IDD Centers

Position #2 Covers: Hondo, Devine, Uvalde, and Del Rio IDD Centers

Link to apply: <https://www.hillcountry.org/careers/jobs/>

Hill Country Mental Health and Developmental Disabilities Centers

Mission: *"Promoting Independence, Community Integration, and Recovery."*

Headquartered in the heart of the scenic Texas Hill Country, Hill Country MHDDC is a unit of local government with 501 (C)(3) status that answers to its own Board of Trustees.

We serve as the Local Mental Health Authority and Local Intellectual and Developmental Disability Authority for 19 central and west central Texas counties that encompass 23,000 square miles and over 670,000 adults and children.

Position Description: Are you looking to make a difference? Hill Country Mental Health and Developmental Disabilities Centers has immediate openings for qualified candidates to fill Licensed Behavior Analyst positions in the Texas Hill Country!

This position is responsible for using the principles of behavior analysis to enhance the living, social, and recreational skills of individuals with developmental and intellectual disabilities. The Licensed Behavior Analyst provides support to individuals throughout their lifespan and those they interact with daily to increase growth and opportunities as productive members of the community. Services are delivered in compliance with HCS service definitions, HCS principles, and Community Standards.

- Opportunities for collaboration with other Licensed Behavior Analysts
- Ongoing Clinical Supervision
- Conduct assessment activities related to the need for applied behavior analysis support
 - Functional behavior assessments and functional analyses
 - Procedural Fidelity Checks
- Conduct activities related to behavior support plan implementation
 - Design, implement, and monitor both focused and comprehensive behavior support plans
 - Develop specific instructional plans with data collection procedures
 - Analyze and summarize data in both anecdotal and graphic formats
 - Provides Staff and/or Home Caregivers training and consultation on evidence-based strategies and interventions
 - Evaluates plan implementation and progress toward goals identified on Person Directed Plans
 - Adjusts treatment plan based on data
- Conduct activities related to program and company policy and procedures
 - Documents all activities in accordance with guidelines and policy by writing progress notes that are submitted for billing
 - Attends monthly program meetings and attends company meetings as needed
- Provides supervision of RBTs and Behavior Technicians
- Maintain BCBA Certification and state license according to the BACB Guidelines and Texas Department of Licensing and Regulation
- Conduct functional analyses and ongoing functional assessments, develop behavior programs based on the function of the behavior, develop both focused and comprehensive plan based on the individual's level of need describing service intensity and duration.
- Attend meetings, as needed, to train staff, evaluate treatment fidelity, conduct ongoing functional assessment, and supervise field placement
- Measure and Report Progress with notes summarizing person's progress in narrative and graphic form

- Attend formal training and/or self-study to maintain and develop skills using evidence-based methods for increasing functional communication skills, independent living skills, and decrease challenging behaviors that are consistent with behavior analysis and person centered.
- Inform prescribing physicians, therapists, guardians, state employees, and others of behavior plan interventions, progress on targets, participation in therapy, new behaviors of concerns and other relevant information needed to assist the team in providing effective person centered treatment (e.g., information to help the psychiatrist in prescribing/monitoring medications)
- Provide professional representation of Hill Country MHDD Centers at meetings, seminars, consortiums, public events, stakeholder, and other interaction opportunities assigned.
- Travel as necessary to ensure delivery and completion of assigned duties
- Reliable transportation

Education/Experience Requirements:

- Master's Degree in Psychology, Special Education or related field
- Board Certified Behavior Analyst
- One (1) year of experience working with individuals with intellectual and developmental disabilities

Certificates/Licenses/Registration:

- Texas Licensed Behavior Analyst
- Valid Texas Driver's License
- Current Automobile Insurance

Job Type: Full-time

Pay: \$65,000-\$70,000 commensurate with experience

Benefits:

- Health Insurance
- Vision Insurance
- Dental Insurance
- Retirement Plan with up to 6% match
- Paid Time Off
- Eleven (11) paid holidays annually
- Access to a company vehicle
- Paid drive time

Link to apply: <https://www.hillcountry.org/careers/jobs/>