



Job Description - Board Certified Behavior Analyst (BCBA)

- Our center-based, clinical program implements Applied Behavior Analysis (ABA) with children, adolescents, and adults with Autism Spectrum Disorders (Autism, Asperger's, PDD, PDD-NOS), ADD/ADHD, learning disabilities, and other social, language and cognitive deficits.
- The Board Certified Behavior Analyst (BCBA) operates within the Administrative Department and reports to the Executive Director.
- The BCBA is responsible for: supervision of patient programming, supervision of patient behavior protocols, supervision of Registered Behavior Technicians (RBT)'s for board requirements, communication and meeting with parents and guardians, parent training, treatment planning for patient programming.

Requirements

- Current BCBA license from the Behavior Analyst Certification Board.
- Current state licensure from the Texas Department of Licensure and Regulations (or ability to be licensed through their agency).
- Master's degree in Applied Behavior Analysis or related field.
- Excellent written and spoken communication skills.
- Excellent interpersonal skills.
- Demonstrates outstanding organization, independence, and efficiency in both daily and re-occurring tasks.

Pre-Employment Screening:

- We are a child-focused and insurance credentialed company; therefore, employment is dependent on the results of a criminal background check (Federal, State, and County), the results of a pre-employment drug screening, and the verification of two employment references.

Benefits:

- Eligible for Health Insurance (UHC) after 90 days of employment if employee meets the state's full-time employment status (30 hours/week).
- Accrual of paid time off and unpaid time off begins immediately (prorated based on start date).

Classification:

- Employee, Salaried, Exempt

Position Wage:

- Beginning at \$66K - Salaried. Based on experience.

Position Locations:

- Plano – Preston Location
7800 Preston Road, Suite 202

Plano, Texas 75024

- Southlake Location
2615 E Southlake Blvd, Suite 190
Southlake, TX 76092

Physical Demands: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions: While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to pick up, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and talk and hear. The employee must frequently lift and/or move up to 25 pounds.*

Equal Opportunity Employment: *It is the policy of Help, Hope, Solutions to provide equal employment opportunity to all employees and applicants for employment and not to discriminate on any basis prohibited by law, including race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs.*