



Job Title: Board Certified Behavior Analyst
Position Type: Full-time, Exempt, Benefits Eligible
Location: Salem, Utah
Salary Range: Negotiable DOE
Supervisor: Executive Director

POSITION SUMMARY

The Kids Who Count BCBA helps children diagnosed with Autism Spectrum Disorder (ASD) or related developmental delays by providing multidisciplinary child and family assessments and interventions. The BCBA reports to the Executive Director and supervises a team of Behavior Technicians to provide a range of applied behavior analytic (ABA) assessment and clinical services for children with autism spectrum disorders and related developmental disabilities. The BCBA consults, provides training to caregivers, conducts behavioral evaluations of clients and designs behavior and individual support plans for clients. The BCBA Supervisor is responsible for coordinating, scheduling, communicating and continually evaluating the effectiveness of functional assessments, behavioral evaluations, behavior plans and individual education plans for clients on their caseload. As a clinical teacher, the BCBA educates, observes, assesses, and supervises the educational activities and service delivery of Behavioral Technicians. The BCBA Supervisor is required to adhere to the Behavior Analyst Certification Board Guidelines for Responsible Conduct for Behavior Analysts and maintains a weekly billable caseload of service hours as determined by the Executive Director.

QUALIFICATIONS:

- Minimum one year of experience as a certified BCBA providing applied behavior analysis, supervising RBT's and ensuring appropriate ABA programs are implemented with fidelity. The ideal candidate will have demonstrated expertise managing clients and parent relationships and supervising a team of RBT's to ensure quality execution of behavior analytic duties.
- Three or more years' experience working with children ages 0-8 years in a classroom or home setting, preferred.
- Master's degree in Psychology, Education, Applied Behavior Analysis, Speech and Hearing Services, or related field and current BCBA certification.

REQUIREMENTS:

- Reliable transportation and the ability to travel between different job sites within Utah County
- Valid Utah Driver's License & insurance in good standing
- Able to lift up to 50 pounds, assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, standing) for extended periods of time
- Willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan in the course of working with children with challenging behavior
- Manual dexterity to perform specific computer and electronic device functions for data collection

- Must be physically present at the assigned job location, which may include home, school, and community placements
- Able to receive detailed information through oral communication
- Visual acuity to read and comprehend written communication through computer, electronic devices, and paper means

ESSENTIAL SKILLS:

- Strong written and verbal communication skills
- Detail oriented with the ability to multi-task
- Solid technical skills and experience working in databases, conducting research, collecting data, and writing assessments, reports and treatment plans
- Excellent interpersonal and social skills
- Ability to connect easily with others
- Demonstrated passion for providing quality service
- Ability to lead a team, motivate others and monitor program performance

JOB RESPONSIBILITIES:

- Administers, conducts, evaluates and supervises the implementation of behavioral assessment measures (e.g., VB-MAPP, Vineland) and functional assessment measures
 - Develops individualized goals and objectives for home-, community-, and center-based programs and designs behavior support plans based on functional assessment data
 - Ensures appropriate behavioral data systems are implemented such that quantifiable behavioral data is collected at regular intervals to allow for the continual evaluation of behavior plans and the achievement of individual goals and objectives
 - Teaches Behavioral Technicians on the proper implementation of educational and clinical behavior programs and plans, data collection systems and all necessary monitoring and reporting systems
 - Conducts regular caregiver and/or teacher training and consultation
 - Is responsible for ongoing individual program oversight and conducting weekly supervision meetings with Behavior Technicians
 - Meets regularly with Executive Director of Kids Who Count and notifies her/him immediately of issues impacting client's progress and satisfaction
 - Completes all necessary documentation in a timely and satisfactory manner as directed
 - Maintains billable caseload and documents billable hours according to Utah state and federal regulation
 - Develops written reports documenting behavioral recommendations for parents, caregivers and agency personnel in a timely and accurate manner
 - Maintain all required certifications and trainings once employed including, but not limited to CPR, SOAR or MANDT trainings, BCBA trainings and other company in-services and trainings as directed by employment supervisor
 - Abide by the established BACB code of ethical standards
 - Adheres to the mission, vision and values of Kids Who Count
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I, _____, have read the information and understand the responsibilities outlined.

Signature

Date