



Position Title: Board Certified Behavior Analyst (BCBA)

**Job Summary:**

We are seeking a dedicated and experienced Board Certified Behavior Analyst (BCBA) to join our leadership team. The BCBA will be responsible for developing, implementing, and supervising individualized behavioral programs for clients with various needs. This role encompasses conducting assessments, creating Behavior Intervention Plans (BIPs), providing direct therapy, and supervising support staff. A successful BCBA demonstrates competence in behavior management and behavior analysis, instructional strategies, and effective communication.

**Qualifications:**

*Education and Certification:*

- Master's degree in Applied Behavior Analysis (ABA), Psychology, Special Education, or a related field (Required)
- BCBA certification in good standing with the BACB (Required)

*Experience:*

- Minimum of 2 years of BCBA experience (exceptions with approval from Executive Director)
- Experience with individuals with autism spectrum disorder (ASD) and developmental disabilities is preferred
- Experience with discrete trial training (DTT) and natural environment training (NET)

**Key Responsibilities:**

*Assessment and Evaluation:*

- Conduct Functional Behavior Assessments (FBAs) and other types of assessments to understand client needs
- Develop comprehensive behavior intervention plans based on assessment data
- Program Development and Implementation:

- Design and implement individualized ABA programs tailored to client needs
- Monitor and evaluate the effectiveness of intervention plans and make necessary adjustments
- Provide direct therapy and oversee therapy sessions conducted by Behavior Technicians (BTs) and Registered Behavior Technicians (RBTs)

#### *Supervision and Training:*

- Supervise and support RBTs, BTs, and other support staff in implementing ABA principles
- Conduct competency-based training for caregivers and staff on BIP implementation
- Provide model teaching and direct instructional support

#### *Data Collection and Analysis:*

- Establish data collection systems to track client progress and program efficacy
- Collect, graph, analyze, and interpret behavioral data to guide decision-making
- Maintain detailed records and service logs

#### *Collaboration and Communication:*

- Collaborate with a multidisciplinary team to ensure comprehensive care
- Communicate regularly with clients, families, and other stakeholders to provide updates and support
- Attend and contribute to team meetings, including IEP meetings if working within school settings

#### *Continual Professional Development:*

- Maintain BCBA certification through ongoing education and CEUs
- Stay current with literature, research findings, and resources
- Demonstrate professionalism and adherence to ethical guidelines

#### *Key Competencies:*

- Professionalism, quality, safety, and security
- Attendance and punctuality, dependability
- Effective time management and multitasking
- Strong verbal and written communication skills
- Ability to develop and maintain professional relationships
- Adherence to organizational policies, procedures, and ethical standards
- Confidentiality and HIPPA compliance

*Reporting Relationships:*

- Reports to the Executive Director and Clinical Director
- Supervises RBTs, BTs, and other paraprofessional staff

*Benefits:*

- Competitive salary commensurate with experience. Negotiable starting at \$80,000.00 and bonus potential based on caseload

**Comprehensive benefits package including:**

- Healthcare coverage including vision and dental
- 403(b) retirement plan
- Excellent paid vacation and sick leave
- Long term disability and Life/AD&D insurance
- All expenses for certification paid for
- Tuition discount for children enrolled in WVCA's programs
- Flexible and healthy working environment
- Bonus potential based on caseload

*The information above is not comprehensive of all duties/responsibilities performed by this position. This job description is not an employment agreement or contract. The Executive Director and Board of Directors has the exclusive right to alter this job description at any time without notice.*