

**Board Certified Behavior Analyst, BCBA - BrightPath Behavior**  
*Offering Up to \$10,000 Sign-On Bonus / Relocation Assistance Available*

We're seeking a **Board Certified Behavior Analyst, BCBA** to provide direct care and clinical oversight in a dynamic, child-focused environment while contributing to our innovative team known for collaboration and high-quality care.

**Who We Are:**

At **BrightPath Behavior**, we are dedicated to making a meaningful difference in the lives of children and families through Applied Behavior Analysis (ABA). Guided by compassion, collaboration, and clinical excellence, we provide individualized treatment to help each child thrive in their home, school, and community. Our vision is to create lasting change, supported by a passionate team committed to quality care. As a BCBA-led, child-focused organization, we prioritize meaningful client programming, staff development, and caregiver engagement.

**What We Offer:**

- **Up to \$10,000 Sign-On Bonus!**
- **Relocation Assistance Available**
- **Competitive Base Salary (\$75k - \$85k)**
- **Monthly uncapped bonus potential**
- 12 CEUs per year + Annual CEU Stipend
- Small, quality-focused caseloads
- Career advancement and mentorship opportunities
- Comprehensive benefits package (medical, dental, vision, retirement savings, paid time off)

**Your Role as a BCBA:**

In this role, you'll oversee clinical services across various settings (clinic, home, community) and provide guidance to RBTs. You'll ensure treatment plans are tailored to client goals while fostering a culture of clinical excellence and continuous learning.

**Key Responsibilities:**

- Establish and manage exceptional ABA services to clients and families to improve cognitive, social, and self-help skills
- Conduct assessments and develop individualized treatment plans
- Analyze client progress and adjust plans as needed to ensure clinical excellence
- Supervise and mentor RBTs and behavior technicians
- Ensure compliance with BACB standards and insurance requirements
- Collaborate with caregivers and service providers to ensure a continuum of care
- Support staff development through feedback and training
- Assist in clinic oversight and program development
- Other duties, projects as assigned

**Position Qualifications:**

- **Must maintain Board Certified Behavior Analyst (BCBA) credential**
- **Qualify for Supervisor status under the Behavior Analyst Certification Board (BACB)**
- Must qualify for approved credentials with designated insurance carriers
- Valid, current driver's license & current car insurance on vehicle
- CPR/BLS certification
- Excellent verbal and written communication skills
- Passion for helping children achieve their full potential in diverse environments
- Willingness to collaborate, lead, and adapt in a dynamic work environment

- Ability to commute to: Colorado Springs, CO 80910, Reliably commute or willing to relocate with an employer-provided relocation assistance package

#### **Why BrightPath Behavior?**

At **BrightPath Behavior**, we cultivate a supportive, client-centered environment where collaboration and growth are key to delivering excellent results. As a **BCBA**, you'll join a team dedicated to clinical excellence and empowered to grow both personally and professionally. If you're passionate about making a difference, **BrightPath Behavior** is the place for you.

#### **Apply Today!**

Submit your resume to apply today and join us in making a positive impact through ABA therapy. We look forward to connecting with you!

*Reasonable accommodation will be made to enable individuals with disabilities to perform the essential functions of this position.*

#BCBALeadership24