



POSITION DESCRIPTION

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| Company: | BCFS Health and Human Services |
| Business Unit: | RSD |
| Title: | Board Certified Behavior Analyst - Bilingual |
| Location: | San Antonio, TX |
| Contact: | Alyson Mueller, Recruiter – am7027@bcfs.net |
| Pay Rate: | \$75,000 annually, plus relocation assistance, if needed |
| Job Family: | Professional Staff |
| Program: | BCFS Health and Human Services: Specialized Services |
| Status: | Regular Full Time |

Minimum Qualifications:

Education: Required – Graduate degree from an accredited program/university, preferably in one of the following areas: social work, psychology, sociology, education, behavior analysis, or related field of study.

Required-Fully licensed (BCBA) in the state where they are working.

Experience: Required – 2 years related experience and/or training including supervisory experience.

Preferred – 4 plus years' related experience and/or training including supervisory experience.

Application Link:

San Antonio, TX Position - <https://bcfs.wd5.myworkdayjobs.com/BCFSCareers/job/San-Antonio-TX/BCBA---Board-Certified-Behavior-Analyst--Bilingual-REQ-007479>

Summary:

The Board Certified Behavior Analyst uses sound professional judgment and best practices to support the mental health, safety and well-being of every unaccompanied alien child in care while maintaining compliance with established state and federal standards and requirements. The BCBA provides senior level behavior analysis services in the form of consultation and technical assistance to individuals with cognitive, developmental, physical, and health related needs. The BCBA provides support to all staff in the area of applied behavior analysis. Performs observations and functional assessments necessary for behavior analysis. Provides training to staff concerning positive and effective approaches to preventing/addressing challenging behaviors. The Behavior Analyst assists in systematically

evaluating the consistent implementation of behavior support plans through personal observation, staff interviews, and review of documentation.

To successfully perform this job, the employee may be expected to perform the following, with or without reasonable accommodations in accordance with the Americans with Disabilities Act of 1990:

Essential Functions:

1. Ensure goal-oriented psychosocial diagnostic assessments, service plans and progress reports are completed for the clinical department.
2. Assess behavior needs, determine function of the challenging behavior, and develop behavior plans for people with challenging behaviors.
3. Meet all pre-determined deadlines required by chain of command and federal partners.
4. Communicate effectively in writing and verbally in English and Spanish.
5. Participates in the analysis and provision of behavioral health services related to skill acquisition development and the reduction of peer to peer aggression, restraints, and traumatic stress in the home environment.

Measurable Deliverables:

1. Meet all federal and state regulatory guidelines and standards that are applicable to this position.
2. Maintain on-call schedule for the support of children and staff.
3. Actively engage in a quality assurance plan necessary for compliance.
4. Provide opportunities for routine consultation and supervision for all staff.
5. Provide coaching, crisis management, evaluations and other model functions if needed.
6. Participate in assessment, diagnosis, and treatment of children if needed.
7. Record relevant clinical data and report clinical information as required.
8. Maintain accurate and current child records and files.
9. Provide data to support staff regarding admission/discharge of children.
10. Meet predetermined deadlines that allow for timely processing and reunification of unaccompanied alien children.
11. Assist in discharge planning.
12. Maintain current knowledge of community resources.
13. Communicate effectively with referral sources and providers.
14. Attend scheduled meetings and participate in team decisions and operations.
15. Participate in workshops, seminars, education programs and activities that promote professional growth and development.
16. Prepare and maintain assigned reports in accordance with agency policies and procedures and applicable licensing and contract standards.
17. Work evenings, weekends and holidays as needed or requested by position supervisor.
18. Implement BCFS System safety protocols including evacuating with children and other staff in case of an emergency.

19. Maintain confidentiality in all areas of the service population and program operations.
20. Maintain BCFS System professional and ethical standards of conduct outlined in BCFS System employee handbook including demonstrating respect for agency staff, children, and community members and complying with required dress code at all times.

Credentials, Skills and Abilities:

1. Maintain current licenses and certificates required for the position including but not limited to:

First Aid, CPR and Emergency Behavior Intervention, Other:

2. Pass a pre-employment drug screen and random drug screens throughout employment.
 3. Provide proof of work eligibility status upon request.
 4. Pass a pre-employment and biennial criminal background checks.
 5. Demonstrate skills in:
 - a. A range of treatment modalities.
 6. Demonstrate the ability to:
 - a. Respond sensitively and competently to the service population's cultural and socio-economic characteristics.
 - b. Communicate effectively in writing and verbally in English and Spanish.
 - c. Work in a fast-paced environment and maintain control and professional composure at all times.
 - d. Organize and prioritize responsibilities and duties efficiently.
 - e. Maintain computer literacy required by the position.
 - f. Work effectively and without intensive supervision both independently and as a member of a multidisciplinary team.
 7. Demonstrate a working knowledge of all Residential Services policies and procedures.
 8. Must be willing to participate in all disease mitigation protocols as required by the agency.
- Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.