



Job Title: Research & Treatment Clinician (BCBA) El Paso Metro (hybrid)

Job Classification: Full-Time (1.0 FTE)

Reports to: CEO, Clinical Operations

Salary: \$70,000-\$80,000 DOE + travel expenses

Travel Reimbursement Full-Time Position (Up To \$17,030)

Reimbursement of 0.655 Per Mile, up to 200 Miles Per Participant Per Week, 10- Participants Per Year, 13-Weeks Travel Requirement Per Patient

Introduction

Behavior Change Institute and Stanford University are conducting a clinical trial as part of a four-year grant funded by the Department of Defense. The Principal Investigators (PIs) of the project are Dr. Joy Pollard and Dr. Scott Hall. The goal of the project is to examine whether parent-mediated *behavioral treatments of challenging behaviors for children with autism spectrum disorder are as effective when delivered via telehealth versus in-person*. The clinical trial will involve recruiting families of children with ASD ages 3 to 5 years over a 3 year period in New Mexico. Once enrolled, half of the families will receive in-person assessments and interventions and half of the families will receive telehealth-administered assessments and interventions. Each family will receive these interventions in weekly 1 hour sessions over 12 weeks.

Summary of Research Clinician Job Description

The Research Clinician will be responsible for coaching parents of enrolled families to conduct a functional assessment and functional communication training (FCT) intervention with their child at home according to the study protocols either in-person or via telehealth. We estimate that the caseload will be approximately 4-8 families at any one time. To be successful, the Research Clinician will need to have exceptional time management and organizational skills, as well as have exceptional verbal, written, and presentation skills.

Primary Clinical Research Duties

- Provide parents with 1:1 informational session(s) with a behavior therapist either in-person or via telehealth to establish rapport and provide pre intervention training about the treatment.
- Conduct functional assessments and FCT interventions for families of children with ASD who exhibit challenging behavior via telehealth or in-person
- Travel up to 75 miles each way (150 miles roundtrip) up to 4 days per week to administer the functional assessments and weekly intervention sessions for each participant
- Organize and prepare participant data for discussion in weekly research meetings
- Manage all project documentation by ensuring properly labeled and files electronically





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- Evaluate potential problems, technical glitches and develop solutions
 - Maintain up-to-date data and graphs for all participants
 - Participate in weekly research meetings to review treatment progress, problem solve barriers, and analyze data
 - Assist with participant recruitment, obtaining consents, and maintaining participant data files
 - Assist with Research Clinician treatment fidelity, Parent Treatment Fidelity, and IOA
 - Other duties as assigned

Primary Treating Clinician Duties

Following a multi-month orientation under the Clinical Research position, Clinician will begin orientation as a BCI treating clinician and will begin fulfilling a dual role under which 0.50 FTE will be focused on research and the remaining 0.50 FTE will be dedicated to carrying and overseeing a small caseload of patients receiving ABA treatment. When dual role responsibilities begin, the clinician's research caseload will be reduced. Duties and responsibilities under the Treating Clinician role include:

- Provide Behavior Consultation to BCI clients, families and allied professionals
- Manage a diverse caseload
- Provide support, instruction, and feedback to families and caregivers in regard to managing challenging behavior
- Conduct descriptive behavioral assessments
- Interpret results of behavioral assessments and design ethical and effective behavior analytic interventions for clients, according to the requirements put forth by the contracting agencies and BCI
- Present treatment plans at regular caregiver meetings
- Train and supervise behavior technicians on behavior intervention plans, data collection, required paperwork, and individual needs of clients and their families.
- Provide training regarding BCI protocols
- Ensure ongoing quality assurance by way of treatment monitoring and reporting
- Participate in BCI trainings, staff meetings or workshops
- Work in collaboration with BCI's Director of Training to ensure competency among behavior technicians
- Other duties as assigned

Education and/or Experience:





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- Master's or Doctoral degree in Psychology, Applied Behavior Analysis, Special Education, or related field; Board Certification in Behavior Analysis (BCBA or BCBA-D Required); A minimum of 2 years of experience working with children with developmental delays or autism spectrum disorder
 - Preferred experience implementing functional analyses
 - Preferred: Safetycare for families trainer
 - Experience implementing and/or coaching caregivers to implement functional communication training
 - Strong organizational and multitasking skills
 - Excellent attention to detail
 - Time management skills with the ability to meet deadlines
 - Possess excellent leadership, communication and interpersonal skills
 - Exceptional collaboration skills with colleagues, families, and community partners
 - Technologically adept and enthusiastic
 - Ability to properly interpret, and implement policies, procedures, and regulations.
 - Adept at using Microsoft Office and Google Suite Applications
 - Adept at creating email campaigns/newsletters via Constant Contact or similar software
 - Experience working with and training families; demonstrates an understanding and empathy of family stressors
 - Models essential skills related to BCI's core values:
 - Adaptability: working effectively in the face of stress, ambiguity, difficult situations and shifting priorities.
 - Collaboration: Building effective working relationships and collaborating as a team player.
 - Problem Solving: Identifying and resolving problems in a timely manner while balancing the interest of the business and the employees.
 - Compliance: Performing job duties while acting in accordance with all company policies and procedures, all applicable federal and state regulations and all regulatory agencies' standards and requirements.
 - Support and Encouragement of Others: Informally sharing expertise and guiding others to improve their skills; supporting a feeling of personal commitment that encourages others to excel.
 - Establishment of Trust and Credibility: Gaining the confidence and trust of others through principled leadership and sound business ethics.
 - Innovation: Challenges the status quo thinking to generate new ideas; takes an open-minded approach to situations.





Compensation & Benefits:

- Competitive salary
- Health Insurance
- Dental Insurance
- Vision Insurance
- Basic Life Insurance
- Hazard/Accident Insurance
- 401-K Retirement Plan
- Certified Financial Planning
- Accident/Hazard Insurance
- Dependent Care Flexible Spending Account
- Access to technology for work
- Generous PTO and Compensatory Time Benefits
- Annual Professional Development Stipend
- Ongoing opportunities for career growth and advancement
- Discounts at Verizon Wireless and Anytime Fitness
- Employee Assistance Program (EAP) Benefits

