

## **Board Certified Behavior Analyst (BCBA) Arlington, TX**

The Board Certified Behavior Analyst is well versed in the principles and applications of Applied Behavior Analysis and its service provision for individuals with Autism Spectrum Disorders and works with school staff (teachers, administrators and support staff), and/or home staff and parents to facilitate positive behavior change for individuals who exhibit problem behaviors that interfere with the acquisition of skills and with their participation in the community. The Board Certified Behavior Analyst also develops evidence-based interventions for skill development for clients with Autism in line with current research in the area of Applied Behavior Analysis. The Board Certified Behavior Analyst conducts careful assessments including the FBA, VBMAPP, Vineland, PDDBI or other approved assessments to identify the environmental variables that occasion and maintain the problem behaviors and/or the potential skill deficits of the student, and then works with school staff and/or the parents/guardians to develop appropriate treatment plans. When necessary, the Board Certified Behavior Analyst will also address various skill domains (communication, self-help, academic, safety, and social) by developing teaching plans, training others to implement them, collecting reliable and meaningful data, graphing data and regularly monitoring progress. Staff and caregiver training is a requirement in this position as school and/or home staff and caregivers will need to become fluent in the implementation of Behavior Intervention Programs and skill acquisition programs. This position requires regular and timely documentation of consultation services for clinical and regulatory purposes. This professional also supervises and completes performance reviews of staff assigned to his/her cases.

### **Essential Job Functions**

#### **Clinical**

- Complete evidence based assessments and documents accordingly in electronic or paper medical records.
- Provide clinical behavioral consultation to staff, school professionals, and parents/guardians, including case conceptualization, behavioral assessments, designing of treatment and teaching plans, data collection, graphing and progress monitoring.
- Ensure high quality of written products including: treatment plans, behavior support plans, teaching programs, data collection systems, graphs and progress reports.
- Provides maintenance of medical or educational records in line with all compliance policies within the organization.
- Provide direct supervision and training to ensure accurate implementation of evidence-based educational and clinical practices.
- Participate in multidisciplinary team meetings when necessary.
- Plan, design and conduct staff training when necessary.
- Complete frequent direct observations and in-vivo modeling of behavior intervention and teaching plan components.
- Complete frequent integrity assessments to ensure fidelity of implementation of behavior intervention plans.
- When required, work interactively and sensitively with parents/guardians to provide training and support.
- Submit all written reports to the clinical supervisor/director for review.
- Comply with monthly supervision requirements.
- Maintain licensure and/or certifications as well as annual trainings as designated by the organization and regulatory agencies.
- Complete other duties as assigned.

#### **Administrative**

- Ensure that all consultation endeavors comply with regulatory, professional, ethical and organizational policies and procedures.
- Maintain current paper or electronic files as indicated by the clinical team.

Participate in clinical supervision sessions at least monthly with clinical director or supervisor.

### **Requirements**

- Current National certification from BACB
- Licensed mental health clinician, including psychiatrists, psychologists, licensed professional

- counselors (LPC), licensed clinical social workers (LCSW), Licensed behavior specialists (LBS) or
- Master's Degree from an accredited university in a clinical mental health discipline, such as: Psychology, Counseling, Clinical Social Work, Psychiatric Nursing, and Marriage and Family Therapy and Current certification as Board Certified Behavior Analyst (BCBA)
  - Master's Degree with license for behavior specialist with coursework to include clinical coursework in Autism, foundations of behavioral health and the provision of mental health services (i.e., individual, group and family therapy, abnormal psychology, psychopathology, cognitive behavioral and psychodynamic therapy, crisis counseling, assessment, child development, personality theory, psychotherapy lab, clinical practicum). Other courses may count as determined by review of transcript/syllabi. In order for a degree to count as an ASD behavioral health degree, the degree must contain at least twelve (12) credit hours in core behavioral health coursework as defined above. No more than three (3) of these twelve (12) credit hours can be derived from a supervised clinical mental health practicum experience (teaching/education/other non-clinical practicum experiences will not count). Courses such as statistics, program and policy development, and program administration, will not count as behavioral health courses because they do not include instruction in the direct provision of ASD behavioral health services. If coursework is part of a medical degree, there must be clear evidence that the course was directly related to the diagnosis and treatment of Autism spectrum disorders. Appropriate medical degrees/training will include substantial training in autism spectrum disorders, mental health disorders; medical degrees that are behavioral health-related usually include a residency in psychiatry.
  - At least two (2) years verified post-Master's experience providing behavioral treatment and assessment for children and/or adolescents.
  - Two (2) years' experience working as a team leader or consultant
  - Experience conducting FBA's and creating Behavior Support Plans
  - Experience teaching functional communication and social skills, and implementing and creating behavior analytic programs
- Additional state specific requirements:
- N/A

#### Preferences

- N/A

#### Other Skills/Abilities

- Must be able to adhere to confidentiality standards and professional boundaries at all times
- Ability to remain calm and professional in stressful situations
- Strong commitment to clinical excellence
- Ability to train and supervise staff
- Ability to interact comfortably with culturally and linguistically diverse families
- Ability to comfortably work in homes of families with limited resources
- Attention to detail
- Time Management
- Effective problem-solving and conflict resolution
- Excellent organization and communication skills
- Leadership skills
- Quick-thinking and astute decision making skills

#### Physical Requirements

- Must be able to speak, write, read and understand English
- Must be able to travel; company does not provide vehicles or transportation
- Occasional lifting, carrying, pushing and pulling of 25 pounds
- Prolonged walking, standing, bending, kneeling, reaching, twisting
- Must be able to sit and climb stairs
- Must have visual and hearing acuity
- Must have strong sense of smell and touch
- Occasional rapid movement and physical agility in response to the spontaneity of children and those patients with neurological impairment

#### Environment

- Must be able to function in a wide variety of environments which may involve exposure to allergens

and other various conditions

- Possible exposure to blood, bodily fluids and infectious diseases

#### Other Duties

- Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

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Please send resumes to:

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