

<b>Title: Connecticut State Director, BCBA</b>	<b>Reports To: Regional Vice President</b>
<b>Status: Fulltime / Exempt</b>	<b>Department: Clinical / Chief Development Officer</b>
<b>Location: Connecticut / Flexible</b>	<b>Direct Report: Clinical Leads</b>

### **Ideal Candidate & General Summary:**

Autism Care Partners' (ACP) Connecticut State Director is responsible for the overall clinical and administrative operations of ACP's statewide treatment centers and home-based operations. In addition to clinical and operational leadership, the State Director will be responsible for developing and executing (in conjunction with the Regional Vice President and Chief Development Officer) a statewide strategic growth plan designed to raise the visibility of ACP and to expand ACP's center and home-based treatment offerings.

This role will require a passionate and experienced BCBA/LBA seeking a clinical, management, and strategic leadership role. The state lead will be a critical member of the ACP leadership team, partnering across clinical, operational, and management functions, with a primary responsibility of overseeing ACP's Connecticut clinical programming and delivery, while engaging with external stakeholders (state level, advocacy groups, commercial partners, etc.), and ensuring high quality service delivery to children and families across a continuum of critical services (ABA, ST, OT, PT, social, etc.).

This role offers a unique opportunity to lead program development across ACP's clinical service expansion and subsequently overseeing ACP's treatment centers in Connecticut. The State Director will be joining a highly collaborative leadership team and have support across functions while increasing access to critical ABA and related services to children and families of children on the spectrum. Under the direction of ACP's Regional VP, the State Director will be an integral member of ACP's growth and development team, supporting the identification of service site locations, partnering with key State advocates, payors, and State regulators to ensure ACP's operations and clinical services are unparalleled. The State Director will have a deep familiarity with the autism delivery system in Connecticut, play a critical role in launching ACP's programming, establish market visibility, and attract key talent to the organization.

### **Essential Duties and Responsibilities:**

- Partnering with Autism Care Partners' executive leadership in center site-selection(s)
  - Market exploration, identification, review, and decision-making
- Develop clinical programming in Connecticut in partnership with ACP clinical leadership, pulling from existing best practices
- Hiring of clinical and administrative team(s)
- Defining and executing on a market-visibility campaign
- Ensuring compliance with State and payor requirements
- Identifying and collaborating with:
  - Payors

- Advocates
- Referral sources
- All other relevant market organizations as appropriate
- Ensuring clinical excellence in ACP's diagnosing and treatment of children receiving ACP's services within Connecticut
- Developing a continuum of care across sites of treatment inclusive of related services (e.g., speech therapy, occupational therapy) for children receiving ACP's services
- Increasing the market visibility of ACP through participation in statewide/regional conferences and collaboration/visibility with regional trade groups (e.g., Autism Speaks)
- Developing a strategic growth plan for opening new centers within Connecticut
- Collaborating with shared service operations (e.g., Development, Finance, Billing, Human Resources) to ensure that regional operations (as directed by the Regional VP) are consistent with ACP's operations unless otherwise in regulatory conflict
- Developing and directing an outreach plan designed to increase the number of families served within Connecticut
- **Clinical Responsibilities:**
  - The State Director will conduct diagnostic autism evaluations when/if able
  - The State Director will either directly supervise or ensure supervisory availability for psychology doctoral students in diagnostic evaluations
  - The State Director will oversee ACP's clinical training program for BCBA candidates and psychology students (including undergraduate practicum students, doctoral students, and post-doctoral fellows)

### **Meeting Expectations**

- Weekly with Sr. BCBA Clinical Staff
- Weekly with Operational Colleagues
- Engagement in periodic leadership team meetings
- Bi-weekly with testing team(s)
- Participation in cross-departmental clinical and operational meetings
- Staff supervision meetings as on-boarding occurs
- Other meetings deemed necessary to ensure successful clinical and administrative operations in the state
- Frequent interaction with executive leadership at ACP

### **Minimum Qualifications**

- Master's degree or higher, specifically in applied behavior analysis; or a master's or higher degree in a related field acceptable to the department, including, but not limited to, psychology, education or other subject areas that address learning and behavioral change, and completion of graduate level, credit bearing coursework in applied behavior analysis that leads to an advanced certificate
- Licensed and Board-Certified Behavior Analyst in Connecticut
- Experience leading a clinical team
- Strong analytical and problem-solving skills

- Interpersonal and presentation skills for interaction with all level of management and stakeholders

**Computer Skills Required?**  **YES**

**Specific Computer Skills**

**Software**

- Microsoft Office
  - Windows
  - Excel proficiency
  - PowerPoint proficiency
- Internal EMR/Patient Management Systems (ReThink/Central Reach)

**Hardware**

- N/A

Pierre Attaud

Senior Recruiter

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**Disclaimer**

The preceding job description has been designed to indicate the general nature and level of work necessary to adequately execute the job responsibilities. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job.