



**Job Title:** Board Certified Behavior Analyst (BCBA)  
**FLSA:** Exempt  
**Department:** Clinical  
**Reports to:** Center Director and Clinical Integrity Officer

## **JOB DESCRIPTION**

---

**Apply Today!!!** <<<Click the following link to apply

### **Benefits**

InBloom knows how important BCBA's are to the successful progression of the kiddos who rely on us. We show our appreciation by offering our team members the following benefits:

- Hiring Bonus up to \$10K or relocation assistance
- Competitive weekly pay
- Generous paid time off: (15 PTO days, Birthday PTO day, and Company Holidays)
- Bonus incentives - earn monthly bonuses, up to 4 work from home days (weekly), and 5 Comp PTO days per year
- Competitive benefits which include Aetna Medical, Dental, and Vision
- Fidelity 401K program with up to 6% company match
- Professional Development CEU stipend and Free CEU opportunities
- Mental Health Support and Employee Assistance Program
- Career advancement for those who are dedicated and work hard
- A management team that cares about your professional development, your ideas and suggestions, and maintaining a fun, supportive company culture

### **Summary**

The Board Certified Behavior Analyst (BCBA) is responsible for providing supervision and training to Behavior Therapists (BTs) and Registered Behavioral Technicians (RBTs), developing and managing individualized intervention plans for clients, conducting regular behavior and skills assessments, and continuously monitoring client data to ensure treatment efficacy. The role requires extensive knowledge of the application of evidence-based Applied Behavior Analysis (ABA) interventions that are proven to be effective for individuals with autism, strong analytical and communication skills (written and verbal), and the ability to travel to local centers. The BCBA must comply with all ethical and legal standards and work collaboratively with clients, families, and team to deliver the highest quality ABA services.

### **Duties/Responsibilities**

*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

- Provide supervision to Registered Behavioral Technicians (RBTs) working with clients
- Develop a child-specific intervention plan in accordance with ABA best practices
- Train each team member on their client's specific intervention plan
- Continuously conduct weekly reviews of data to ensure that intervention is effective
- Modify any programs for which client is not demonstrating progress
- Continually update client's program and goals when client demonstrates mastery
- Conduct assessments including, but not limited to: VB-MAPP, ABLLS, AFLS, Vineland-3
- Track and maintain client insurance authorizations, updating all client treatment plans on time
- Conduct Functional Behavior Assessments (FBAs)



- Participate in bi-weekly BCBA group meetings and regular 1:1 meetings with the Clinical Integrity Officer (CIO) to review caseload progress / needs
- Provide caregiver training for all clients, at least once per month
- Maintain BACB requirements for CEUs and certification renewal
- Keep abreast with advancements and best practices in the field
- Provide direct coverage for clients, as needed
- Provide support and assistance to the team, in the center, during business hours
- Maintain a caseload with an average of at least 28 impact hours per week

### **Supervisory responsibilities**

- Individualize supervision for RBT and client needs, and in line with BACB requirements
- Supervise every client on caseload at least once every week
- Supervise students who are working towards their BCBA certification
- Conduct monthly competencies and treatment integrity checks with RBTs
- Review RBT session notes for accuracy and provide detailed feedback to RBTs.
- Provide ongoing positive and constructive feedback to support the development of RBT teams

### **Requirements**

- A Master's degree in ABA, special education, psychology, or related field, with specialized knowledge of ABA
- BACB Board Certified Behavior Analyst (BCBA) required
- Possess extensive knowledge and training in Applied Behavior Analysis.
- Previous experience supervising RBTs preferred.
- Previous experience supervising ABA students preferred.

### **Additional eligibility requirements**

- Must abide by Professional and Ethical Compliance Code for Behavior Analysts per the BACB
- Must abide by HIPAA policies set forth by InBloom and federal regulations
- Must have reliable transportation, driver's license, insurance, and smartphone
- Work positively and favorably with clients, families, and team
- Demonstrate compassion, responsibility, collaboration, and cheerful attitude
- Requires strong analysis, judgment, negotiation, and problem-solving skills
- Ability to communicate effectively, both oral and written

### **Work environment**

- Noise Level is moderate to loud



**Physical demands**

- Prolonged periods of sitting at a desk, bending, squatting, standing, and working on a computer.
- Must be able to lift up to 50 pounds at times.

**Travel required**

- Up to 25% travel, by car to assigned local centers that InBloom currently provides services in, or will be providing services in the future, based on the region and company needs

**Affirmative Action/EEO statement**

InBloom Autism Services provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Employee signature below indicates the employee's understanding of the requirements, essential functions and duties of the position.

**Apply Today!!! <<<Click on the following link to apply**