



FULL-TIME BOARD-CERTIFIED BEHAVIOR ANALYST (BCBA)

Location: Home-based – Meriden, New Britain,
Southington

Why Choose IRIS?

IRIS Behavioral Health Services is a small, rapidly growing company dedicated to providing exceptional care. As part of our team, you will play a crucial role in our growth and have ample opportunities for career advancement. We pride ourselves on fostering a close-knit, supportive community where you are more than just a number. Here's why you should consider joining our team:

- **Competitive Compensation:** Enjoy competitive pay based on your experience and education.
- **Work-Life Balance:** We prioritize your well-being with a focus on maintaining a healthy work-life balance.
- **Close-Knit Community:** Experience the benefits of working in a supportive, community-oriented environment.
- **Direct Consultation from a BCBA-D:** Receive regular guidance and support from a Board Certified Behavior Analyst - Doctoral (BCBA-D).
- **Free BCBA Training:** Take advantage of opportunities for further education and professional development.
- **Cutting-Edge Technology:** Utilize our paperless billing and data collection system, with a company-issued iPad.
- **Team-Building:** Engage with colleagues through team-building meetings, events, and ongoing training.
- **Flexibility:** Enjoy a hybrid, flexible schedule that suits your lifestyle.
- **Career Growth:** Explore opportunities to advance within our clinical ladder.

The Basics

- **Work Schedule:** 28 required billable hours per week with a flexible hybrid schedule.
- **Benefits:** PTO and continuing education/wellness days.
- **Compensation:** \$80,000 to \$100,000 annually.
- **Continuing Education Stipend**

Job Summary

The Board-Certified Behavior Analyst (BCBA) is responsible for managing a team of BT/RBTs in implementing individualized treatment plans for a caseload of patients. The BCBA works closely with the Executive Director to ensure quality care, authorization, supervision, and implementation of treatment plans. The BCBA models the company's culture through daily interactions in the clinic, home, and community settings, and provides training to the clinical team to directly impact each patient.

Duties and Responsibilities

- Conduct comprehensive patient intake assessments, including Functional Behavior Assessments (FBA) and curricular assessments.
- Assist in onboarding new patients.
- Develop and consistently modify initial treatment plans as necessary.
- Write treatment protocols and behavior support plans.
- Communicate regularly with parents to facilitate clinical objectives.
- Meet regularly with the Executive Director to review treatment plans and address barriers to patient progress.
- Supervise and mentor a team of Registered Behavior Technicians (RBTs).
- Conduct regular parent training sessions.
- Develop managerial and leadership skills through ongoing training and professional growth opportunities.
- Support quality assurance measures by collecting Interobserver Agreement (IOA) data and treatment fidelity data and reviewing RBT clinical notes.
- Maintain BCBA certification as required by the BACB and state regulatory bodies.
- Attend required meetings and trainings to stay updated on industry best practices.
- Contribute to company-wide projects or initiatives as needed.
- Work ethically and with integrity in accordance with the BACB Ethical Code.
- Adhere to HIPAA policies to ensure patient privacy and confidentiality.
- Maintain reliable attendance and punctuality.
- Follow IRIS Behavioral Services' policies and procedures.

Qualifications

- Minimum of one (1) year of experience in ABA.
- Master's degree with a concentration in ABA.
- BCBA certification in good standing with the Behavior Analyst Certification Board.
- CT Behavior Analyst Licensure.
- Desire to work with children.
- Passionate about behavioral science and disseminating best practices and current research within the field of ABA.

Join us at IRIS and be part of a team dedicated to making a meaningful difference in the lives of those we serve. If you're passionate, dedicated, and ready to grow in your career, apply today!