

## Clinical Behavior Analysis, LLC

Seeking Position(s): SLP, SLPA, BCBA, BCaBA and/or SLP-CFY

Looking for FULL and/or PART time position(s); 1099 contract work is also available and pay is extremely competitive. Annual or contract pay is based on position, experience and is competitive at the national level.

Comments:	Join a small team of highly qualified BCBAs, BCaBAs, SLPs and SLPAs in providing quality based ABA assessment and intervention for children and adults displaying learning difficulties in the San Antonio, Texas Metro areas. Our philosophy is based on principles consistent with Applied Behavior Analysis (ABA) and we take pride in our provision of services across environments, provided by a unique team of professionals. We enjoy the small business approach and the benefits that come along with working in small teams (i.e., professional support, supervision and flexibility of schedules).
Position reports to:	Director of Therapy and Clinical Director of Clinical Behavior Analysis, LLC (a.k.a. CBA, LLC)
Qualifications and Benefits:	<p><b>Education:</b> Applicable degree and certification (i.e., SLP, SLPA, BCBA, BCaBA and/or SLP-CFY); if SLP, SLPA or SLP-CFY must have a dedicated interest in becoming certified as a BCBA or BCaBA.</p> <p><b>Experience:</b> Will be reviewed during interview process, prefer 1 year of experience providing ABA based intervention but not necessary, a strong willingness to learn is preferred with minimal experience providing ABA based interventions.</p> <p><b>Requirements:</b> Reliable, Clean Background Check, Insured Transportation and Valid Drivers' License.</p> <p><b>Benefits:</b> For FULL time positions (i.e., W-2 employee) benefits include 192 hours (approximately 5 weeks) of Paid Time Off (PTO) per year, Health and Dental care, 401k options, bi-weekly BONUSES for performing additional hours each pay period. FULL time employees are required to only work 33 billable hours a week, thus options for bonuses are typically plentiful. Conference allowances, flexible schedules and other benefits are available...</p>
Job Description In Summary:	This position can be performed by an SLP, SLPA, BCBA, BCaBA and/or SLP-CFY with a very strong interest in learning ABA and/or becoming certified as a BCBA or BCaBA (if not already certified); perform 1:1 intensive ABA/Verbal Behavior (VB) based intervention provided under the supervision of BCBAs and related supervisory personnel (i.e., SLP supervision), for children and adults exhibiting behavior disorders and/or labeled Autistic with coexisting disorders (i.e., mental retardation).

## **Position task outline:**

Ensure a safe and clean environment at all times.

Provide quality care to each individual according to his or her needs.

Assist individuals with daily living skills to include but not limited to personal hygiene, household chores and community integration.

Utilize all time spent with individuals in active program specific intervention under BCBA supervision.

Ensure adequate documentation at the end of each day per CBA requirements.

Ensure a positive environment at all times.

Maintain confidentiality at all times.

Respond in a prompt and courteous manner to all individual requests.

Ensure that all personal goals are addressed daily and appropriate documentation is completed.

Monitor and address individuals' behavior plans and document each individual's behavior, as needed.

Document incident or injury on appropriate forms; if injury occurs, notify supervisor immediately.

Follow attendance policy.

Provide a minimum of 33 hours of therapy and 7 hours of administration, per week.

Provide a bi-weekly spreadsheet and clinical notes/documentation via email, with hours included weekly.

Follow all instructions provided by SLP and/or BCBA supervisor(s).

Conduct functional assessments to determine the need for behavioral change, educational or environmental intervention to assist participants to improve the quality of their lives.

Encourage paraprofessional staff through modeling, incidental teaching, and feedback, to interact with participants in ways that are the most beneficial to the participants' continued growth.

Provide support and consultation to members of other disciplines to assist them in providing high quality services to participants.

Develop and provide formal competency-based and informal training to staff to support interventions and interactions to enhance client growth.

Develop Behavior Action Plans based on functional assessment methodology where proactive skills are emphasized, and skill acquisition is the ultimate goal.

Present assessment, behavior plans, and behavioral data to Interdisciplinary Teams, Behavior Intervention Committee and Human Rights Committee for review.

Develop and monitor data collection to monitor clients' progress on Behavior Support Programs and modify or beginning fading based on data and criteria.

Maintain progress towards certification as a BCBA/BCABA and adhere to the professional code of conduct. Stay abreast of current developments in research and treatment in Behavior Analysis and Developmental Disabilities.

Develop data collection systems that monitor the behavioral effects of psychotropic medications, and present that data to the Psychiatrist, Neurologists, Physicians and other professionals.

Provide crisis management and intervention during emergency situations with clients engaging in challenging behavior.

Assist in determining client preferences for use in promoting client choice, behavior programming and active treatment.

Provide consultation and programming to promote active treatment and skill acquisition for all participants.

Participate in research projects and/or professional development activities relating to Behavior Analysis.

Adhere to facility and departmental policies and procedures

Supervise bachelor's level Behavioral Technicians in a variety of areas or other staff.

Maintain client confidentiality and HIPPA

Will be required to teach individuals of varying skill levels basic behavioral principles, and present on a variety of topics to different groups within and outside the facility.