



Working with children is our passion and we are looking for a BCBA to become a part of our extraordinary team. TLC Kid's Therapy is located in San Antonio, TX and is looking to welcome a qualified, innovative and driven Board Certified Behavior Analyst (BCBA) to run the ABA department.

We truly invest our hearts into our clients and are committed to meeting the unique needs of both our clients and employees. Becoming an employee at TLC Kid's Therapy is more than having a job; it is changing lives for the better, one client at a time. Work collaboratively with physical therapists, occupational therapists, and speech language pathologists to ensure that comprehensive care is being met at all angles. We work together to treat the whole child using a variety of professionals and approaches.

**Responsibilities include:**

- Providing supervision to a group of approximately 5 RBTs, BCaBAs, and interns within the program.
- Coordinating all aspects of the program with collaboration of others with BACB certification.
- Maintaining the highest standard of ethics, including confidentiality.
- Engaging in professional behaviors continuously: communicates appropriately, effectively, honestly and clearly with clients & coworkers.
- Developing treatment plans: treatment goals, skills acquisition, and behavior reduction plans.
- Submitting updated treatment plans, progress reports, and other client documentation in a timely manner.
- Conducting functional behavior assessments using indirect and direct methods including functional analyses, VB-MAPP, ABLLS, and AFLS.
- Providing one-on-one Applied Behavior Analysis (ABA) services to clients when needed.
- Developing and conducting parent training as needed.
- Be able to conduct task analysis and train RBTs and BCaBAs how to do so.
- Training behavioral team in behavior protocols and other procedures targeting treatment plan skills and objectives.
- Overseeing implementation of data collection system, analyzes data/behavior, and makes decisions based on data.
- Communicating with parents regarding clinical progress and/or concerns.
- Coordinating service with other service providers such as ST, OT, PT and also with school districts for IEPs, ETR and homeschool items.
- Overseeing the training of new employees and the ongoing training of all staff to meet treatment integrity standards.
- Meeting supervision requirements for all candidates and certified staff in accordance with BACB standards and Engages in supervision activities for those seeking BCBA and BCaBA certification.
- Maximizing utilization of billable services authorized.
- Other coordinating responsibilities as needed.

**Benefits:**

- Excellent compensation package with wage above industry average
- Comprehensive benefits package
- Paid vacation, sick time and holidays based on benefit level
- Small caseloads
- Paid CPR training and certification
- Paid CEU opportunities
- Participation in weekly supervision meetings with entire team

**Position Requirements:**

- Master's degree in Behavior Analysis or related field
- Attained BCBA certification
- Minimum of 3 years of experience working as a BCBA
- Ability to lead and motivate a team
- Ability to multitask, organize and coordinate the multi-facets of our ABA programs
- Ability to create and sustain a professional, healthy work culture in the program you lead
- Be available during the hours of 8:00-6:00 M-F (Full time shifts would be 8-5 or 9-6)
- Meet BACB requirements to supervise others
- Knowledge of best practices using the principals of Applied Behavior Analysis (ABA)
- Enjoy working with and playing with children
- Possess the ability to interact professionally with children and their families
- Pass state and federal background checks

Please email resumes to [tlctherapy@yahoo.com](mailto:tlctherapy@yahoo.com)