

**The Harris Center for Mental Health and IDD** (“The HARRIS CENTER”) is looking for **Board Certified Behavior Analyst II (BCBA)** to join our team. The BCBA provides and supervises the provision of applied behavior analysis services to persons with intellectual and developmental disabilities who exhibit challenging behavior. Duties include functional behavior assessments; development, implementation, and evaluation of behavior interventions; monitoring effects of assessments and behavior interventions; consultation to schools, families and programs; and staff/family training. Demonstrates proficiency in utilizing Applied Behavior Analysis (ABA) skills, e.g., shaping, prompting, fading, chaining, errorless learning with groups of consumers. Documents data-based progress and family contacts as necessary, transports consumers as necessary. This position may require flexible hours and travel to community providers/consumers’ homes for training purposes.

**Your role in action:**

- Develops implements and properly documents ABA interventions in office-based and community-based environment.
- Conducts functional assessments, preference/reinforcer assessments and other assessments as needed on assigned consumers.
- Collects data on identified target and replacement behaviors, summarizes and graphs data on a weekly basis (at minimum).
- Implements habilitation programs and behavior intervention programs.
- Conducts training with consumer families and other caregivers or staff.
- Supervise and train interns as needed.
- Responds to crisis situation.
- Attends and participates in IDT meetings, prepares data for presentation, presents consumers’ progress toward habilitation goals.
- Meets all required education and training in accordance with all applicable standards (DADS, MHMRA, State licensing boards, programs, etc.).
- Maintains professional behavior and provides excellent customer service to both staff and consumers. Demonstrates ethical conduct, professionalism, and confidentiality in all activities. Complies with all Agency policy and procedures.
- Adapts to a changing working requirements. Flexible to meet ongoing needs of the Agency.
- Contributes to suicide care and prevention by embracing our values and applying a trauma-informed approach rooted in safety, trust, choice, collaboration, and empowerment.

## **What qualifications you will need:**

### **Education:**

- MA/MS degree in Behavior Analysis from an accredited university, or MA/MS in psychology with coursework as required by the Behavior Analyst Certification Board.

### **Experience:**

- 3 years of demonstrated experience in:
- Conducting functional analyses; developing behavior intervention plans based on the functional analysis and environmental assessment.
- Basic ABA techniques to include differential reinforcement, shaping, prompting, prompt fading, reinforcer preference assessment, discrete trial training and natural environment training.

### **Other Key Qualifications:**

- Certified by the Behavior Analysis Certification Board
- Licensed as a Behavioral Analyst in the State of Texas.
- Must maintain a valid Texas Driver's license and safe driving record with proof of insurance.

### **Knowledge, Skills & Abilities:**

- The person must have well-developed interpersonal and professional problem-solving skills, a working knowledge of mental retardation services and/or autism, and advanced knowledge of applied behavior analysis.
- Should have good written and verbal communication skills. Ability to maintain absolute confidentiality of all work-related matters and ability to communicate effectively and tactfully with all levels of the agency. Skill in basic mathematical functions and use of the internet for research purposes.

### **About us:**

The Harris Center is the state-designated Local Mental Health Authority and Local Intellectual and Developmental Disability (IDD) Authority serving Harris County, Texas. As the largest

behavioral and developmental disability care center in Texas, The Harris Center provides care to over 90,000 people and has an annual budget of over \$300 million.

As part of its mission to transform the lives of people with behavioral health and IDD needs in the third largest county in the United States, The Harris Center provides a full continuum of services at 80 different sites across Harris County. In addition, services are provided in more than 40 different languages as well as sign language in order to better serve what is one of the largest communities in the nation.

By utilizing the unique expertise of its more than 2,500 employees, The Harris Center is committed to meeting the behavioral health and IDD needs of Harris County residents and giving them hope to live to their fullest potential.

**What else you should know:**

This posting is associated with position #3005

**What we have to offer:**

The Harris Center not only offers a competitive salary but also a suite of excellent benefits designed to enrich your life both professionally and personally. Imagine a future with a robust retirement plan complemented by our generous company matching – a testament to our investment in your long-term financial well-being. Experience the unique advantage of our prior service credit, accelerating your journey towards a more substantial Paid Time Off accrual, empowering you to enjoy well-deserved breaks.

Enjoy Cell Phone Discounts, exclusive entertainment deals through Tickets at Work, and a free Headspace subscription for mental wellness. Additionally, our Employee Assistance Program supports your overall well-being.

Take advantage of significant financial relief through student loan forgiveness as a valued member of The Harris Center team. As a qualifying entity, our employees are eligible for various student loan forgiveness programs, designed to alleviate the financial burdens associated with higher education.

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