



## **Job Title: BCBA – People-First Clinician Who Believes in Purpose Over Profit**

### **About Us**

We're not just another ABA company. We are a tight-knit team of passionate clinicians, founded and led by BCBAs, who believe in doing what's right, every time. We blend the science of ABA with deep humanity, treating both our clients and our team as people first. At our small, family-oriented Texas practice, your voice matters, your well-being is prioritized, and your professional growth is nurtured, not squeezed. Check out our Instagram to see progressive ABA in action.

### **Our Mission**

To provide the best therapy by blending science and compassion, meeting every child where they are, and every clinician with the support they deserve.

### **Our Core Values**

Humility -- Growth Mindset -- Collaboration -- Kindness

These aren't just words--we live them in how we treat our clients, families, and one another.

### **Why Join Us?**

- **People Before Profit:** Client progress and clinician health guide every decision.
- **Truly Manageable Caseloads:** You'll support just 5–10 clients, in line with BACB/CASP Practice Guidelines.
- **Work/Life Balance is Non-Negotiable:** You are a whole person, not a billing machine.
- **Leadership That Gets It:** Owned and operated by BCBAs who still see clients directly and get the work.
- **Collaboration Over Isolation:** Join a team where input is welcomed and connection is real.

- **Advocacy in Action:** We're active at the state and national levels, fighting for equitable access to care and ethical ABA. Small but mighty.

### **What We Offer**

- **Progressive ABA Practices:** Trauma-informed, compassion-driven, and always individualized. We do NOT lean on outdated methods like escape extinction. Every child is different: SBT, PRT, NET all are apart of our programming but we are not chained to doing a once size fit all model.
- **Child-Led Therapy:** Play-based, engaging, and built around what matters most to the child.
- **A Team That Feels Like Support:** Work side-by-side with supportive BCBAs, RBTs, and OTs.
- **Opportunities to Learn & Lead:** Get mentorship or give it. Learn new assessments. Build something meaningful.
- **Reasonable Expectations:** 26 billable hours/week, thoughtfully balanced.

### **Your Role**

- Create individualized, data-driven behavior plans that reflect each child's needs.
- Deliver parent training with care, cultural sensitivity, and flexibility (in-clinic, home, or community).
- Collaborate with a full care team, including Program Managers, OTs, and RBTs.
- Contribute to our mission: not just with your clinical skills, but with your heart.

### **What We're Looking For**

- A BCBA who values ethics, growth, and collaboration.
- Skilled in assessments like VB-MAPP, ABLLS, PDDBI, Vineland, and PEAK.
- Dedicated to timely documentation and professional communication.
- Willing to provide direct therapy when needed.
- Willingness and desire to grow, asking for help when you need it, too.

### **Benefits**

- **Competitive Pay & Productivity Bonuses**

- **Medical, Vision, and Dental Insurance**
- **iPad Provided + Motivity + Google Workspace**
- **Comprehensive SafetyCare Training**
- **Professional Liability + Licensing Covered**
- **Ongoing Advocacy, Expansion, and Opportunity:** We're growing in partnership with a trusted rehab therapy company to offer full-spectrum care and new roles for strong clinicians.

### **Ready to Be Seen, Heard, and Valued?**

If you're a BCBA who's tired of burnout, cookie-cutter clinics, or being treated like a number, we invite you to apply. Let's build something better, together.

**Apply now** and join a company that puts people first, always.

Job Type: Full-time

Pay: \$71,000.00 - \$81,000.00 per year

Benefits:

- Dental insurance
- Health insurance
- Paid time off
- Referral program
- Vision insurance

Compensation Package:

- Bonus opportunities

Schedule:

- Monday to Friday
- No nights

License/Certification:

- BCBA (Required)

Ability to Relocate:

- San Antonio, TX 78217: Relocate before starting work (Required)

Work Location: In person