

Pay: \$85,000.00 - \$105,000.00 per year

Job description:

Board Certified Behavioral Analyst (BCBA) – Hybrid

Adaptive ABA Center is looking for a passionate and experienced Board Certified Behavior Analyst (BCBA) to join our school center-based (in person/hybrid) team located in Richmond, TX. The BCBA will oversee a caseload of learners receiving center-based ABA services, provide clinical supervision, and develop individualized treatment plans. They will be responsible for collaborating closely with families, staff, and interdisciplinary teams to deliver individualized, evidence-based treatment plans that foster meaningful progress and positive outcomes. This position is ideal for a BCBA who values hands-on clinical leadership, enjoys mentoring staff, and is passionate about helping children build functional skills that support integration into school and community environments.

We are seeking a BCBA who is passionate about building programs from the ground up, maintaining high clinical standards, and helping children develop the foundational skills necessary for successful integration into school and community environments.

Why Join Our Team?

Unlike traditional ABA settings, Adaptive Learning Academy emphasizes school readiness, social development, communication, and functional life skills within a collaborative learning environment designed to prepare children for success across settings. We believe children thrive when clinical excellence is paired with compassionate care. At Adaptive ABA Center, our BCBAs are empowered to focus on what matters most helping children build meaningful skills that support independence, integration, and long-term success.

Our collaborative learning center blends evidence-based ABA with play-based learning, communication development, social skill building, and school readiness programming. We provide the resources, support, and clinical autonomy needed to create lasting impact while working alongside a team that is committed to helping every child reach their fullest potential. Our BCBAs are trusted as clinical leaders and are encouraged to exercise professional judgment, collaborate on program development, and contribute to the growth of our services.

Responsibilities

- Manage a caseload of approximately 7-8 individuals receiving center-based ABA services
- Conduct intake evaluations including functional behavioral assessments and skills assessments
- Develop and implement individualized treatment plans and behavior intervention plans (BIPs)
- Design and monitor skill acquisition and behavior reduction programs

- Provide ongoing supervision, training, and support to Registered Behavior Technicians (RBTs) and clinical staff
- Collect and analyze data to monitor individual progress and modify treatment plans as needed
- Conduct caregiver training and parent coaching sessions
- Complete assessments, treatment plans, progress reports, and clinical documentation within required timelines
- Work collaboratively with an interdisciplinary team (i.e., educators, speech-language pathologists, occupational therapists, and other professionals)
- Maintain accurate and compliant records in accordance with funding sources and regulatory requirements
- Ensure services are delivered in accordance with BACB ethical standards and best practices
- Participate in ongoing professional development and team meetings

Required Qualifications

- Master's Degree in Applied Behavior Analysis, Psychology, Education, or a related field
- Current certification as a Board Certified Behavior Analyst (BCBA) in good standing with the BACB.
- Active Texas Licensed Behavior Analyst (LBA) or ability to obtain licensure prior to start date.
- Minimum of 2 years of experience practicing as a BCBA
- Ability to pass background and reference checks.
- Ability to remain active throughout the workday, including sitting on the floor, bending, lifting, and engaging in play-based activities.

Additional Knowledge/Skills

- CPR/First Aid Certification or ability to obtain a certification before employment start date
- Strong communication, collaboration, and leadership skills
- A client-centered, outcome-driven mindset that aligns with ethical, high-quality care
- Experience providing ABA services to children with developmental disabilities

- Strong clinical assessment, treatment planning, and supervision skills
- Excellent communication and organizational abilities
- Experience in a center-based ABA setting
- Proficiency in Functional Behavior Assessment (FBA) and other assessments (VB-MAPP, AFLS, Vineland-3, etc.)
- Strong skills in data collection and analysis
- Experience supporting school readiness and integration goals
- Experience launching treatment programs from intake through discharge
- Experience training and mentoring RBTs
- Commitment to ethical compliance and standards

Benefits:

Continuing education credits

Dental insurance

Flexible schedule

Health insurance

Paid time off

Professional development assistance

Referral program

Vision insurance

Education:

Master's (Required)

Experience:

BCBA: 2 years (Required)

Ability to Commute:

Richmond, TX 77407 (Preferred)

Work Location: In person