

Does program development, professional growth, and opportunities for career advancement appeal to you? Would you like to be part of a collaborative team AND have a **flexible schedule**? If "yes" apply to be a BCBA at our newly expanded program. Great location if you want a low cost of living, minutes away from downtown Houston, the beach, and a



beautiful lake!

**Board Certified Behavior Analyst (BCBA):** As the BCBA at our residential center, you will work in a multidisciplinary setting with other dedicated professionals who share your same passion for generating positive clinical outcomes for individuals and families. Our unique intensive treatment approach includes a residential placement, including an in-depth assessment and implementation of function-based interventions combined with comprehensive caregiver training to ensure maintenance and generalization. BCBAs collaborate with caregivers during the assessment and discharge planning process to establish goals for the reduction in challenging behavior, instruction in functionally equivalent responses, and functional communication. In this unique role, you will also have the opportunity to teach employees and families.

This is an opportunity for tremendous professional growth and development for an experienced BCBA who would like to expand their skill set through supervising others and gaining experience in a residential treatment center.

**Being a BCBA with the Devereux IDD/Autism Residential Program has its advantages!**

- Competitive salary range: \$75000-\$85000 / year
- Sign on and relocation package available
- Flexible schedule
- Collaborate with knowledgeable and experienced team members across clinical specialties, including Ph.D. level behavior analysts.
- Become a part of Devereux's extensive network of clinical professionals throughout the country.
- Creativity and autonomy to create and develop additional ABA services.
- Supervise, mentor and train staff....a wonderful opportunity to develop new talent in the field.

- The opportunity to advance and grow-on us!

### **What are the specifics?**

The BCBA will help shape, promote and implement our Autism/IDD programs. The program provides intensive autism-specific treatment for children ages 6 to 17 with severe behavioral challenges and skills deficits that have not responded to treatment in traditional community-based or residential settings. The program provides positive behavioral interventions and supports in a compassionate, trauma sensitive treatment environment. The continuum of care begins with a comprehensive, functional behavioral assessment of the individual, followed by intensive, clinical services for a period of several months on the Devereux League City campus, and concludes with discharge and after-care service planning. Our team of professionals includes a Board Certified Behavioral Analyst (BCBA), clinician, child psychiatrist, special education teacher, nurses, speech language therapist, residential unit supervisor, and direct care providers.

*Keywords: BCBA, Board Certified Behavior Analyst, Licensed Behavior Analyst, BCBA Supervisor, Autism Services, Applied Behavior Analysis, ABA Therapy, ABA Program Manager, Autism Spectrum Disorder, ASD, Behavior Analyst, Autism, ratio, PECS*

- Master's degree with BCBA certification required
- At least two (2) years of experience working in the field of ABA and/or IDD to include two (2) years of experience performing behavioral assessments (developing, writing, implementing and evaluating individual and/or unit-wide behavioral programs) and at least one (1) year of training staff in behavioral principles and procedures.
- Ability to attend full-time, paid new-hire orientation Monday–Friday 9:00 a.m. to 5:30 p.m. (2 weeks).
- Devereux requires all individuals interviewing for positions involving contact with children to complete The Diana Screen, a screening that assesses a candidate's understanding of appropriate boundaries between adults and children.

The Centers for Medicare and Medicaid Services (CMS) COVID-19 vaccine mandate requires staff without an approved medical or religious exemption to be fully vaccinated to be employed in this program. If you are fully vaccinated, you will need to provide proof of COVID-19 vaccination or have an approved medical or religious exemption prior to starting.

Devereux Advanced Behavioral Health is one of the largest and most advanced behavioral healthcare organizations in the country. Informed by the latest advancements in science and medicine, we combine evidence-based interventions with compassionate family engagement to help change lives. We were founded in 1912 by special education pioneer, Helena Devereux. Today, Devereux is a national nonprofit partner for individuals, families, schools and communities, serving many of the most vulnerable members of our society in areas of autism, intellectual and developmental disabilities, specialty mental health, and child welfare.

**Our Mission:** Devereux Advanced Behavioral Health changes lives – by unlocking and nurturing human potential for people living with emotional, behavioral or cognitive differences.

We employ more than 6,500 dedicated employees and operate 14 centers in 13 states. We offer a comprehensive national network of clinical, therapeutic, educational, and employment programs and services that positively impact the lives of tens of thousands of children, adults and their families every year.

### **Our Culture, Our Expectations**

At Devereux, we strive to incorporate Servant Leadership into our culture and every aspect of our organizational framework. This is integrated into the delivery of quality programming for the individuals we serve, their families, and other stakeholders, as well as the development and empowerment of our employees. We offer challenging and exciting work, and our supportive team environment creates an empowering and positive atmosphere. To be successful in our work environment, you will put the needs of others first, and will feel called to serve, and called to lead. As a member of our team, you will support our commitment to cultural diversity and equity across all programs and services, and within all policies and employee practices.

We also believe a strong commitment to diversity, equity, inclusion and belonging (DEIB) is fundamental to providing the highest quality healthcare services. Through open dialogue and the creation of brave spaces, we will engage in anti-discriminatory work that promotes an equitable and inclusive organization for employees, community partners and those we serve.

### **What Devereux Offers You**

In addition to a competitive salary, Devereux provides a comprehensive health and welfare program to eligible full-time employees, family members and domestic partners. Eligible employees are eligible to start benefits after **30 days** of employment. In addition, we offer;

- Medical (including telemedicine via phone, web, app), dental, prescription drug, preventative care, and mental health services.
- Student loan debt assistance, tuition reimbursement and continuing education assistance.
- Generous time-off (start accruing 1st day), 403(b) retirement plan with matching benefit, and voluntary/employee paid supplemental life and accident coverage.
- Employee assistance / work-life balance program.

**Visit [benefits.devereux.org](https://benefits.devereux.org) to see why Devereux is a great place to work!**

*Devereux is a drug-free workplace, drug screening required. EOE*

Schedule with Emily: [emily.murray@devereux.org](mailto:emily.murray@devereux.org), type "TXBCBA in subject line"