Montgomery Autism Center
ABA Therapy – Montgomery, Texas

# Board Certified Behavior Analyst (BCBA)

Full-time, onsite | Monday-Friday, 8:00 a.m.-5:00 p.m.

## A meaningful clinical opportunity

Montgomery Autism Center (MAC) is seeking a full-time BCBA to deliver high-quality, ethical ABA services to young children with autism. As the primary onsite BCBA, you will guide individualized care while receiving clinical consultation and support from our Clinical Director. Our mission is to strive for the highest standard of ABA therapy in a faith, family, and community-friendly atmosphere, guided by Passionate Commitment, Integrity, Grit, and Selfless Service.

## Clinical role and support

- Focused caseload: Anticipated 6-7 clients and approximately 7-8 RBTs, adjusted for clinical complexity and capacity.
- Clinical leadership: Conduct assessments and FBAs; develop and update individualized treatment plans; evaluate outcomes and make data-based treatment decisions.
- Team development: Provide direct observation, supervision, coaching, competency development, and treatment-integrity feedback to RBTs.
- Family partnership: Communicate with caregivers, deliver and document caregiver training, and coordinate with other professionals as appropriate.
- Quality and accountability: Maintain timely clinical, supervision, authorization, safety, and incident documentation; participate in quality review and professional development.
- Workload expectations: Average 24-28 billable hours weekly, subject to clinical need, authorizations, ethical judgment, accurate coding, and MAC standards.

## Compensation and Benefits

- $90,000 annual base salary.
- $10,000 transition bonus: $5,000 when billable BCBA services begin at MAC; $5,000 after six months in the role, subject to the written bonus plan and withholding.
- Performance opportunity: Up to $10,000 annually based on individual and organizational measures; not guaranteed.
- Benefits: Health and dental after 30 days (subject to eligibility and plan terms); PTO accrued at four hours per semimonthly payroll cycle; typically 8-10 paid holidays off per year.

• Professional growth: Up to $2,000 annually for approved BCBA training and continuing education, plus a BCBA knowledge track and clinical stimuli budget.
• Operational support: Remote scheduling and administrative support, HR support, and approved travel reimbursement.

What we are looking for

• Active BCBA certification in good standing and Texas LBA license (or ability to obtain before independent Texas practice); master's degree.
• At least one year of experience providing ABA or verbal-behavior services to children with autism or developmental disabilities, independently conducting assessments/FBAs, developing measurable treatment plans, and supervising treatment implementation and data collection.
• Demonstrated strength in RBT supervision, caregiver training, data analysis, treatment planning, and clinical documentation; ability to meet applicable payer credentialing requirements.
• Ability to satisfy applicable background screening, professional references, TB clearance, CPR, and other lawful onboarding requirements; valid driver's license and auto insurance.

Additional opportunity

Potential BCBA/BCaBA fieldwork supervision may be considered following an approximately 90-day stabilization review, subject to separate qualifications, training, capacity, documentation, university requirements, and Clinical Director approval. MAC requires at least two years of BCBA experience for internal fieldwork-supervision approval. This opportunity is not guaranteed at hire.

Apply

Send your resume and a brief cover letter to connect@aggielandautism.com or if you have any questions about the job posting.

Montgomery Autism Center is an equal opportunity employer. Reasonable accommodations are available in accordance with applicable law. Employment is subject to applicable credentials, screening, and payer requirements. Essential physical duties may include lifting up to 50 pounds and active work with young children, with or without reasonable accommodation