



Behavior Analyst

Credential Required:

Board Certified Behavior Analyst (BCBA-D, BCBA), Qualified Behavior Analyst (QBA),

Licensure Eligible:

Licensed Behavior Analyst (LBA)

Department: Client Services

Reports To: Clinical Director

Basic Function

Responsible for all clinical, supervisory, and case management activities related to the delivery of behavior analytic services to children with an ASD diagnosis and their family. Behavior Analysts provide support to individuals and their families by coordinating services that are conceptually consistent with the behavioral principles and utilizes evidenced-based practices. Behavior Analyst will also oversee programming of assistant behavior analysts and provide ongoing support, training, and supervision to direct service providers (behavior technicians (BT), Registered Behavior Technicians (RBT), Applied Behavior Analysis Technicians (ABATs).

Responsibilities

- Design and oversee individualized Applied Behavior Analysis (ABA) treatment programs for assigned clients.
- Document behavioral assessments and treatment plan recommendations in writing in a timely manner, using company resources and participate in peer review processes for quality assurance. Treatment Plan Updates must be completed in a timely manner and submitted no later than 45 days prior to expiration of authorization to the State Director for peer review process.
- Use data collection systems to establish baseline and assess intervention efficacy of client's treatment programs. Analyze data, to include graphic depictions of progress, on a frequent and ongoing basis to guide necessary treatment plan modifications.
- Conduct face-to-face clinical oversight of the delivery of ABA services to clients for the purpose of evaluating efficacy of treatment, technicians' treatment integrity or adherence to instructional protocols, and evaluation of interobserver agreement.
- Train behavior technicians, parents, family members, and other professionals to implement individualized ABA treatment plans and behavior intervention techniques
- Supervise behavioral technicians with clients and provide immediate feedback and direction in correct implementation of ABA intervention strategies specified in authorized treatment plans.
- Monitor the administration of ABA programs for individual clients at all locations at which services are provided.
- Conduct monthly family guidance / family training services
- Participate in coordination of care activities that serve the best interest of the client

- Ensure client appointments are added to the practice management platform prior to rendering of services and converted, with clinical documentation completed within 24 hours of service.
- Remain accessible and reachable to behavior technicians during session hours. During personal time off, designate an alternative point of contact for staff to reach in event of emergency.
- Train behavior technicians in the use of appropriate assessment tools (Assessment of Basic Language and Learning Skills, ABLLS-R; VB-MAPP; Vineland) to assess progress, identify skill levels and design ABA programs.
- Provide supervision of behavioral staff in accordance with certifying board requirements (e.g. no less than 5% per month, maintaining record of supervisory contacts, and documenting non-client facing meetings that are behavioral-analytic in nature).
- Attend clinical and operational meetings as assigned.
- Adhere to company and professional standards, to include licensing board or certifying board's code of ethics, responding to communication within 2 business days.
- Travel to sites as assigned.
- Perform related duties as assigned.

Minimum Qualifications:

Education and Experience:

Any combination of training, experience, and/or education equivalent to graduation from an accredited college or university with a master's degree in a related field such as psychology, speech/language pathology or behavior analysis and three years experience providing ABA and/or 2 years' supervisory experience using ABA strategies with clients with autism. Extensive training and experience in child development and Applied Behavior Analysis, with an emphasis in discrete trial training is required.

Licenses and Other Requirements

Current BACB, QABA, or State License/Certification as Behavior Analyst and requisite degrees are required, unless other criteria are met based upon BACB guidelines that pre-date the current BCBA/QBA standards.