

## **\$10,000 SIGN-ON BONUS!**

**Ready to make a lasting impact? Join a passionate team dedicated to helping children and adolescents thrive!**

Are you a **Board Certified Behavior Analyst (BCBA)** with a deep passion for working with children and adolescents diagnosed with Autism Spectrum Disorder (ASD)? Do you excel in designing personalized, evidence-based treatment plans that truly make a difference? If so, we want to meet you!

**The Center for Autism Nurturing (CAN)** is expanding and seeking a **full-time BCBA** to join our team in **Charlotte, NC**. This role offers the opportunity to work both in-home and in-clinic, with regular travel required within the region. Our BCBA's are critical to delivering the highest level of care, fostering positive behavior change, and supporting the development of critical skills for children with autism.

### **As a BCBA with CAN, you will:**

- Conduct thorough assessments of behavior and skills using advanced ABA techniques to tailor individualized treatment plans.
- Lead the design, implementation, and supervision of ABA therapy programs, driving meaningful outcomes for your clients.
- Train, supervise, and support BCaBAs and RBTs, ensuring high standards of care across your team.
- Collaborate with families, caregivers, and fellow professionals to deliver holistic care that integrates client progress into all areas of life.
- Maintain accurate and timely documentation, while meeting billable hour requirements.

### **Why Join CAN?**

- **Support from experienced colleagues:** Our BCBA's have an average of **4.98 years of post-certification experience**, offering you mentorship from peers who truly understand the work.
- **Learn from expert leadership:** Senior clinical leadership brings an average of **10.17 years of post-certification experience**, ensuring you have guidance from the best in the field.
- **Manageable caseloads and ethical expectations:** With a **target weekly utilization of 50% (20 hours)**, we prioritize your well-being alongside client outcomes. Our BCBA's have a **maximum of 175 hours assigned** to their

caseload, ensuring realistic and sustainable expectations — no more unmanageable billable hours like at our competitors!

### What You'll Need to Succeed:

- **At least 2 years of BCBA experience**, with advanced ABA knowledge and a passion for evidence-based practices.
- Strong analytical skills to interpret complex data sets and make data-driven decisions.
- Excellent verbal and written communication skills, with the ability to give and receive constructive feedback.
- A **collaborative mindset**, eager to work alongside a dedicated team across functions.
- Master's degree in ABA, Psychology, Social Work, or a related field.
- Active BCBA certification and state licensure (if applicable), both in good standing.
- CPR certification and a valid driver's license with proof of auto insurance.
- Physical ability to lift and carry objects over 10 pounds regularly (and 50 pounds occasionally).

### Bonus Qualifications:

- Familiarity with **ReThink** practice management software.

At the **Center for Autism Nurturing**, we are committed to empowering families and children with autism. Serving children from 18 months to 21 years, our team of experts provides multi-faceted support including communication enhancement, safety awareness, daily living skills, social development, and pre-academic readiness. We are proud to serve families across **Alpharetta, GA; Charlotte, NC; Greenville, SC; and York County, SC**, and to be a member of the **Council of Autism Service Providers**.

### What We Offer:

- **Competitive pay:** \$38.46 - \$45.67 per hour, with a **\$10,000 sign-on bonus!**
- Comprehensive **medical, dental, and vision benefits**, plus life and disability insurance.
- 401(k) with company match (eligibility applies).
- Generous **paid time off** for a healthy work-life balance.

- Professional growth opportunities as part of a collaborative, innovative team.

Apply today and be part of a team where your expertise will directly shape the future of children with autism and their families!

*The Center for Autism Nurturing ("CAN") is proud to be an Equal Opportunity Employer. All applicants will receive consideration for employment, as CAN does not discriminate against an individual because of their race, color, religion, gender, sex (including same sex, gender identity, and sexual orientation), pregnancy, parental status, marital status, national origin or ancestry, age, physical or mental disability, sickle cell trait, genetic information and testing (including family medical history), AIDS/HIV status, source of income, political affiliation, military service, other non-merit based factor, or any other characteristic protected under applicable federal, state or local law.*

*CAN is committed to providing equal opportunity and reasonable accommodation for people with disabilities. Accommodation for applicants with disabilities is available upon request in connection with the recruitment process. If you require a reasonable accommodation to complete an application, interview, or otherwise participate in the recruiting process, please email [recruiting@centerforautismnurturing.com](mailto:recruiting@centerforautismnurturing.com).*