



Clinical Director - Board Certified Behavior Analyst

About Us

Total Care ABA is a leading provider of home, school, and clinic-based ABA Therapy dedicated to making a positive difference in the lives of individuals and families affected by autism spectrum disorder. Our commitment to excellence and our unwavering passion for helping individuals with ASD drives everything we do.

After having successfully opened in-clinic services in Georgia, Indiana, and North Carolina, we are expanding to our newest clinic location in Salisbury, NC. Under the guidance of our Director of Clinic Services, Total Care ABA is seeking a compassionate, hard-working BCBA to oversee our clinic in Salisbury, NC. Our NC Clinical Director can enjoy a flexible work-life balance alongside a team of focused and professional ABA clinicians.

Our mission is clear: to empower individuals with autism to reach their full potential and lead fulfilling lives. We believe that every person, regardless of their abilities or challenges, deserves the opportunity to live their best life. Through innovative therapy, compassionate care, high clinical standards, and unwavering support, we aim to make this mission a reality.

Benefits

- 401(k) with matching
- Health Insurance
- Dental Insurance
- PTO
- Bonus pay opportunities
- In-house CEU offerings monthly and access to free CEU library
- Competitive Salary (based on experience)
- Flexible Schedule (on-site for minimum 3 days per week)
- Comprehensive clinical leadership team to provide guidance and support
- Manageable billable expectations (10-15 hours per week)

Responsibilities

- Contribute to clinic growth by conducting initial assessments and designing treatment plans for new incoming clients
- Conduct a variety of skills and behavioral assessments (VB-MAPP, Vineland-3, AFLS, ABLLS, PEAK, etc.) based on the needs of the clients
- Oversee a team of BCBAs and their treatment plans for clients ages 2-14, including analyzing barriers and assisting with program updates as needed
- Oversee day-to-day clinic operations including facility management, policy enforcement, and response to emergency communication on an as-needed basis
- Conduct bi-weekly 1:1 meetings with BCBAs for effective communication, clinical guidance, managing billable expectations, and caseload support
- Oversee the ongoing supervision of RBTs on their implementation of ABA procedures & provide appropriate feedback to aid in the efficacy of our behavior change programs
- Oversee the implementation of caregiver training programs for all families
- Administrative responsibilities including hiring interviews for BCBAs and RBTs, maintaining organizational records/spreadsheets, and addressing concerns following the established chain of command
- Cultivate effective communication and a positive work culture across departments within the clinic
- Navigate Central Reach software for collecting and analyzing data
- Establish community partnerships & relationships as needed

Experience

- Board Certified Behavior Analyst and North Carolina Licensed Behavior Analyst required
- Supervisory/Team Lead experience in a clinical setting required
- Clinical Director experience preferred but not required
- Central Reach experience preferred but not required
- Must work well with children, parents, and other service professionals
- Willing to have background check

Note: This job description is not intended to be all-inclusive. Employees may perform other related duties as assigned to meet the ongoing needs of the organization.

If you are a dedicated professional who is passionate about making a positive impact on the lives of individuals with developmental disabilities, we would love to hear from you. Apply today to join our team of compassionate professionals.

Compensation

- **\$110,000-130,000 per year**
- Bonus structures and referral programs available!