



BASIX

Behavioral Health Services

Board Certified Behavior Analyst (BCBA) – Clinical

JOB DESCRIPTION/ESSENTIAL DUTIES:

- Develops and implements client programming based on the principles of Applied Behavior Analysis
- Conducts ABLLS-r, AFLS, VB-MAPP, ADOS-II, BLA, and other functional behavioral assessment (FBA) tools to evaluate and monitor client's progress
- Develops and monitors individual treatment and behavior reduction plans
- Supervises clinical staff to ensure treatment integrity of prescribed programming
- Trains new and supervises existing behavioral health technicians and paraprofessionals to ensure competence regarding client treatment plans
- Enters and monitors client progress on behavioral reduction and acquisition targets
- Works collaboratively with families to address family concerns and ensure successful implementation of programming
- Assists clients in gaining independent functioning skills that will generalize to home, community, and school settings
- Provides clinical supervision and consultation to behavior analysts and other clinical staff supporting clients who exhibit moderate to severe behavioral disturbances
- Presents visual depiction of client's progress during weekly team meetings
- Conducts behavioral intervention trainings for ancillary providers, team members, parents, school officials, and per diem community members
- Supervises BCBA®, BCaBA®, and RBT® students/certificants as per BACB® requirements
- Ability to work with children and adolescents who may engage in disruptive behavior, such as tantrums, aggression, and self-injurious behavior (SIB)
- Experience supervising multiple levels of staff, providing exceptional and individualized field training for all staff, and providing mentoring to individuals who desire to obtain RBT®, BCaBA®, or BCBA® certifications
- Knowledge of conducting performance reviews and ongoing evaluations
- Use of individualized supervision styles and communication to support a variety of learning styles
- Ability to inspire, motivate, elevate and mentor individuals
- Exceptional interpersonal skills, extensive experience working with a wide variety of family systems, and ability to participate and present clinical information
- Ability to provide positive feedback and constructive criticism, and conduct staff interviews and reviews
- Ability to communicate effectively with supervisor utilizing solution based language
- Possession of exceptional collaboration skills with colleagues to meet individual and corporate goals
- Provision of direct, honest and respectful solutions, strategies and opinions when working with executive and administrative staff
- Excellent time management skills, experience managing relatively high caseloads and, on special projects, the display of exceptional teamwork skills



QUALIFICATIONS:

- **Current BCBA® certification is required**
- Master's Degree in Applied Behavior Analysis, Psychology, Education or related field.
- 2-3 years of experience and advanced training providing clinical supervision or case management in Applied Behavior Analysis (including traditional DTT & NET programs, familiarity with Skinner's Analysis of Verbal Behavior; direct strategies; early intervention and natural environment teaching)
- Successful completion of a Level II security background registry check
- CPR, First Aid, and CPI/PCM or other crisis management training
- **Possession of a valid Florida state driver's license with an acceptable driving record and proof of vehicle insurance**
- At least 5 years of experience working with adolescent or young adult populations with severe behavioral disorders and serious mental illnesses (SMI)
- Position requires field supervision and may necessitate travel throughout Brevard County

LANGUAGE SKILLS

- Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals
- Ability to write routine reports and correspondence
- Ability to speak effectively to groups of customers or employees of organization

CERTIFICATES, LICENSES, REGISTRATIONS

- Must complete and maintain certification in CPR, First Aid, crisis management training (CPI/PCM), and all other training mandated by regulations

OTHER SKILLS AND ABILITIES

- Must have the ability and temperament to work effectively with adolescents and/or adults who have developmental disabilities
- Must possess excellent organizational skills

PHYSICAL DEMANDS

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

The employee frequently is required to stand; walk; and stoop, kneel, crouch, or crawl. The employee is occasionally required to sit. The employee must frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus



WORK ENVIRONMENT

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions and outside weather conditions. The noise level in the work environment is usually moderate

OTHER

- Ability to work flexible hours
- Possess problem solving/decision making skills
- Commitment to BASIX Behavioral Health's mission statement
- Active participation in company vendor events/charity events and community participation
- Completion of other duties as assigned