

Job Description

Job Title:	BCBA		
Salary Range:	Min. \$45,500/yr	Mid. \$57,000/yr	Max. \$68,400/yr
Department:	Clinical Services		
Reports to:	Clinical Services Manager		

Position Summary: The BCBA has the knowledge and skills necessary to assist individuals, groups and systems through the application of positive behavior supports. The BCBA helps coordinate Functional Behavior Assessments (FBA) and writes Behavior Intervention Plans (BIP) that address HIPsters' inappropriate behaviors. The behavior plan provides a meaningful ways to help HIPsters become more successful. The BCBA also provides classroom and My Possibilities-wide behavior management strategies.

Essential Functions:

Develop, Implement and Maintain Behavior Intervention Plans – 60%

- Interview Staff, HIPster, provider and/or family members who know the individual to get background and current information on behaviors of concern
 - Analyze available data to help determine where, when, and why problem behaviors occur.
- Directly observe the individual served in all relevant settings. Analyze the data to determine the function of the problem behavior.
- Define all target behaviors in objective and measurable terms and design an appropriate data collection system to measure the target behaviors.
- Integrate appropriate setting event, antecedent, teaching, and consequences strategies to reduce problem behavior and increase alternative replacement behaviors.
 - Develop a repertoire of assessment strategies consistent with instructional goals, teaching methods, and individual student needs to more accurately assess student behavior skills and understandings.
 - Promote highly specialized positive behavior interventions in which “behaviorally challenged” HIPsters thrive: behavior instruction that is explicit, intensive, accelerated and provides ample practice

Training – 20%

- Engage parents in the “Hipster Behavior Intervention Plan” process and empower parents by providing them with skills and techniques to support the positive development of their HIPster.



- Work with individual instructors, groups of instructors and/or the entire staff on issues such as: crisis intervention, and factors that can affect development and implementation of interventions.
- Participate in behavior-focused Information Exchanges as appropriate.
- Engage in on-going professional development of increased knowledge and skills of positive student behavior support for all HIPsters.

Organization and Keep Record Maintained – 20%

- Organize and schedule time commitments to meet demands of the job.
- Maintains up-to-date files on all clients.
- Writes and provides accurate and timely notes to the Therapy Billing Specialist for billing purposes.

Other Duties:

- Continually supervise HIPsters to ensure a safe, non-threatening, nurturing environment exists where Hipsters can thrive.
- Comply with all safety policies, practices and procedures; report all unsafe activities to supervisor and/or Human Resources

Competencies (Knowledge, skills and abilities):

1. Possesses expert knowledge of techniques needed to successfully complete an effective Functional Behavior Assessments (FBA) and write a Behavior Intervention Plan (BIP), based on researched based practices.
2. Demonstrates exceptional knowledge in the use of data to inform instruction and write behavior plans for individual HIPsters.
3. Able to communicate effectively both verbally and in writing (sign language a plus).

Minimum qualifications:

Education / Certifications:

- Master's Degree in Education, Behavior Analysis or related field
- Certification at the BCBA level preferred
- Currently pursuing BCBA Certification or current BCaBA

Experience:

- At least (1) year experience completing comprehensive functional assessments and behavior support plans.
- At least (2) years' experience working with individuals with special needs.

Specific Skills:

- Able to work in a variety of settings and confidently working with HIPsters with behavior disorders.



- Must be flexible to change
- Must be detail oriented and complete tasks in a timely manner including meeting all deadlines

Success factors:

The Behavior Interventionist will provide leadership and direction, in the design, implementation, coordination and supporting problem behaviors. In addition, the BCBA will work directly with identified HIPsters, their instructors and other program staff to adopt behaviors that substantially increase their social and emotional adjustment in a variety of environments. With assistance from the Education Coordinator, the BCBA will provide diversified strategies and activities specifically designed for targeted HIPsters.

Supervisory responsibilities:

None.

Working conditions:

This position will work in a shared office setting which requires sitting and working on a computer. However, this position will be required to handle behavior situations throughout the building which may require standing, walking, running, lifting, and crouching.