 *P. O. Box 698*  *Talladega, Alabama 35161*

Re-Advertised

#### R-0047 Reference#3183245515105

**Posting Date: December 16, 2024**

**Candidates who are Blind or Visually Impaired and/or Deaf or Hard of Hearing are encouraged to apply for this position and may be given preference in hiring as federal laws permit.  Information related to disability is not required and, if disclosed voluntarily, will be used only in AIDB’s efforts to create opportunities for individuals with exceptionalities. Non-disclosure will not subject any applicant to adverse treatment.**

**Position: Board Certified Behavior Analyst (BCBA) - 197 Day Position**

**RISE Autism Program**

**ABOUT ALABAMA INSTITUTE FOR DEAF AND BLIND (AIDB)**

Alabama Institute for Deaf and Blind (AIDB) is the world’s most comprehensive education, rehabilitation, and service program serving individuals of all ages who are Deaf, Blind, DeafBlind, and multidisabled and their families. Founded in 1858, AIDB serves more than 32,000 infants, toddlers, children, adults, and seniors with hearing and vision loss throughout Alabama each year.

Our services literally span a lifetime including five campuses in Talladega, ten regional centers located throughout the State of Alabama with programs that range from early and senior intervention, traditional and nontraditional education services in residential and outreach settings, and a manufacturing facility that is the state’s largest employer of adults who are Deaf, Blind, or DeafBlind. Our employees are among the organization’s most valuable assets and resources. We share compassion for leveling the playing field for all. Our mission makes AIDB a unique place to work.

**ABOUT THE ROLE**

Our employees are our most valuable resource. This position will serve individuals of all ages who have multiple disabilities and challenging behaviors, for the purpose of providing a safe and successful learning environment. Using client centered assessments and data to guide program based decisions, the Behavior Analyst will work with individuals and their stakeholders to provide training and individualized consultative services through a collaborative team approach. The Behavior Analyst will also provide supervision, oversight and training to Registered Behavior Technicians (RBTs) and other school personnel on skills acquisition programs and behavior reduction strategies. The Behavior Analyst will serve as a member of the IEP team, leading the Functional Behavior Assessment process as well as the development of Behavior Intervention Plans.

**ABOUT YOU**

You will play a vital role to ensure that AIDB’s culture of inclusion is reinforced by developing behavior plans and programs that promote the provision of comprehensive educational services to sensory impaired individuals. Through a collaborative team approach, you will have an opportunity to use your professional expertise to provide services and support that champion the limitless potential of all individuals.

**BASIC QUALIFICATIONS**

* + - * + Master’s degree in Applied Behavior Analysis, Psychology, Education or related field, Board Certified Behavior Analyst (BCBA) license/certification.
* At least one year of experience working with individuals with developmental disabilities or challenging behaviors as well as training staff, parents, or teachers.
* Must have excellent oral and written communication skills.
* Must demonstrate ability to work independently, exercising discretion and good judgment.
* Must maintain high ethical standards and confidentiality throughout all duties.

**POSITION REQUIREMENTS**

* Must hold certification from the Behavior Analyst Certification Board (BACB) **AND** licensure from the State of Alabama, Department of Mental Health, Alabama Behavior Analyst Licensing Board
* Complete Managing Crisis Safely program or other crisis prevention program as designed by administration within the first six (6) months of employment
* Attend and plan workshops, conferences and other staff development activities, traveling by air and/or car up to 10% annually (with some occasional overnight stay)
* Must possess a valid driver’s license and eligible to be insured by AIDB insurance carriers
* A sign language proficiency level of SURVIVAL PLUS according to the AIDB evaluation system must be obtained within the first twelve (12) months of employment, INTERMEDIATE PLUS within the first thirty-six (36) months.
* Upon offer of employment, the applicant must submit to a fingerprint background check at an agency designated and paid by AIDB.

**BENEFITS**

* **Health, dental, and vision insurance available**
* **Teachers Retirement System (TRS)**
* **Deferred compensation options available**
* **Paid time off**

**SALARY: $62,736 - $83,678 Masters Scale D2 Rank 64**

**DEADLINE FOR APPLICATION: Open Until Filled**

**This is an exempt position and is not subject to overtime and/or compensatory time provisions of the Fair Labor Standards Act. Direct deposit is required.**

**Click Below to Apply:**

<https://al.harrisschool.solutions/AIDB/S/Application>