

Senior BCBA—San Diego, CA

Job Overview: We are seeking an experienced Board Certified Behavior Analyst to co-lead a startup ABA clinic in San Diego. Your first 2-3 months will consist of working with the CEO to create and document a high level approach to treatment that will best serve our families. After that, you will work with the CEO to implement this plan by advising on how operations can be optimized to support the highest quality care. In addition, you will be working with clients and staff to bring that plan to life. Your day to day will consist of ensuring high-quality treatment and services for clients, conducting FBAs, RBT supervision, Clinical Assessments, and family support. You will work closely with other leadership team members, clients, and families to foster a collaborative, sustainable, evidence-based, and compassionate approach to behavior management.

Who you are: We are looking for an experienced and dynamic BCBA who is excited to put their stamp on an up and coming clinic. You are:

- Collaborative and hard-working, with a clear vision for how to execute ABA therapy with compassion that delivers results for our clients.
- Committed to high quality care for learners and their families
- Looking for operational partner to provide resources and operational support needed to execute your clinical vision
- Adept at managing and mentoring BCBAs and other clinical staff
- Able to set personal and professional boundaries to be your best self inside and outside work
- Curious and hardworking, with a growth mindset

Key Responsibilities:

- **Clinical Planning:** Work with ownership to create a clinical vision for the practice and identify what is needed to execute that vision
- **Clinical Oversight:** Provide leadership and supervision to a team of BCBAs, RBTs, and other clinical staff, ensuring the delivery of high-quality ABA therapy services
- **Program Development:** Develop, implement, and oversee individualized treatment plans (ITPs), behavior intervention plans (BIPs), and data collection protocols based on assessment results.
- **Staff Training and Supervision:** Lead training and ongoing professional development for all clinical staff, including BCBAs, behavior technicians, and other team members. Offer regular clinical supervision and mentorship to ensure adherence to ABA principles and effective implementation of treatment plans.
- **Clinical Assessment:** Conduct functional behavior assessments (FBAs) and other evaluations to inform treatment decisions. Monitor client progress and make data-driven adjustments to treatment plans as necessary.
- **Quality Control and Compliance:** Ensure all ABA services comply with relevant regulatory guidelines, ethical standards, and best practices in behavior analysis. Maintain accurate and up-to-date documentation for all clients.
- **Parent and Family Support:** Provide guidance and training to families, caregivers, and other stakeholders, ensuring they understand treatment strategies and can effectively implement them in home and community settings.
- **Collaboration:** Collaborate with multidisciplinary teams (e.g., speech therapists, occupational therapists, educators) to provide holistic care and ensure coordinated services.
- **Program Evaluation:** Regularly evaluate program effectiveness, review client outcomes, and implement improvements based on data-driven results.
- **Leadership and Management:** Assist in recruiting, hiring, and onboarding new clinical staff. Foster a positive, supportive, and team-oriented environment.
- **Budget and Resource Consulting:** Consult with the CEO to help ensure proper delivery of clinical resources, including staffing, equipment, and supplies. Help ensure that resources are allocated efficiently to support the clinic's objectives.

Benefits:

- Competitive salary with performance bonus and potential profit sharing.
- 401K
- Paid time off and sick days
- Work/Life Balance (you will be discouraged to work more than 40 hours/week)

- Opportunity to shape clinic vision and standards

All offers of employment at ABA Autism Specialists are contingent upon clear results of a thorough background check. Background checks will be conducted on all final candidates.

Requirements

Education: Master's or Doctoral degree in Applied Behavior Analysis, Psychology, Special Education, or a related field.

Certification: Board-Certified Behavior Analyst (BCBA) credential is required; BCBA-D (Doctoral-level certification) preferred.

Experience: Minimum of 3-5 years of experience in the field of ABA, with at least 2 years in a supervisory or leadership role.

Skills:

- Vision for clinical excellence in ABA setting
- In-depth knowledge of ABA principles, methodologies, and interventions.
- Strong experience with functional behavior assessments (FBAs) and treatment planning.
- Experience with clinical supervision and training of behavior analysts and technicians.
- Exceptional communication and leadership skills.
- Ability to work collaboratively in a multidisciplinary team environment.
- Strong organizational and time-management abilities.
- **Additional Certifications:** Certification in CPR and First Aid is preferred.

Preferred Skills:

- Experience in program development and evaluation.
- Familiarity with various ABA techniques (e.g., Verbal Behavior, DTT, NET).
- Experience in data analysis, including graphing and interpreting client data.
- Experience in managing staff in a clinical setting.