

# **Board Certified Behavior Analyst (BCBA): Little Rock, AR**

**Summary:** BCBA will provide support to individuals and their families by coordinating and providing services in Applied Behavior Analysis, function analyses and assessment, behavior acquisition and reduction procedures, and adaptive life skills. BCBA will oversee programming implemented by Registered Behavior Technicians (RBTs) and provide ongoing support to other program staff as it relates to the implementation and documentation associated with Behavior Support Plans, Individualized Treatment Plans, and services.

## **Essential Duties and Responsibilities:**

- Oversee the development and implementation of behavioral plans and strategies as individuals are identified within each program with Program Director.
- Assist in the development, facilitation, and follow-up training in Applied Behavior Analysis, using both discrete trial training and natural environment training models of teaching.
- Facilitate and assist in the development and identification of resources and support information for individuals and their families.
- Provide model teaching and other direct instructional supports including, but not limited to, practicum supervision/teaching, class instruction and in-service instruction to other support professionals.
- Assist in the development and implementation of assessment tools, to conduct functional assessments and analyses when appropriate, and to develop appropriate behavior strategies to teach appropriate behavior and reduce maladaptive behaviors.
- Provide ongoing support and training to educators, therapists, direct support professionals, ABA implementers, and other individuals in support roles for families.
- Ongoing training and supervision of paraprofessional staff in implementation of ABA principles and methodology and behavior reduction strategies.
- Create ongoing data collection system to establish baseline and programmatic efficacy for individuals receiving ABA, and to analyze data on a frequent and ongoing basis to guide programming.
- As part of Individual Treatment Plan develop behavior plans/treatment plans for individuals with a focus on teaching and other antecedent strategies for reducing problematic behavior(s).
- Meet as needed with supervised staff to discuss ongoing issues and to provide support when necessary.
- Utilize defined platform to enter session notes within 72 hours of each session.
- Provide consultation services and maintain ongoing communication with all constituents (other supports, parents, community, and community agencies).
- Keep current with the literature, new research findings and resources. In addition to continuing education courses to maintain BCBA certification.
- Perform other duties as assigned.

## **Compliance/HIPAA:**

- While performing the duties of this job, employee will comply with all federal, state, and local laws and regulations pertaining to Easter Seals Arkansas.
- Employee has access to all client protected health information of the individuals directly served by this person, except psychotherapy notes. Employee will not attempt to access any other protected health information unless otherwise approved by Supervisor or Privacy Officer.

## **Supervisory Responsibilities:**

Supervises assigned Registered Behavior Technicians. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

## **Requirements**

**Qualifications:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Education and/or Experience:**

Master's degree in Special Education or related human services field and certified as a BCBA with experience working with individuals who have pervasive developmental disorders and related disorders, their parents, and other professionals.

### **Core Competencies**

- Excellent instructional, oral, and written communication, organizational and interpersonal relations skills.
- Competence in behavior management, instructional, oral, and written communication, organizational and interpersonal relations skills.
- Ability to work with a variety of individuals regarding age, functionality, and with minimal direction.
- Knowledge of DTT programming and implementation.
- Ability to present information and train staff who have varying levels of knowledge/experience.

- Excellent organizational skills and detail oriented.
- Ability to work independently and prioritize and plan work activities.
- Ability to problem-solve independently or in a group setting.
- Ability to foster quality in others.
- Strives to constantly improve processes and services.
- Good mathematical skills.
- Knowledge of Word, Excel, and Microsoft

**Certificates, Licenses, Registrations:**

- BCBA Certification
- Valid Arkansas Driver's License

**Physical Demands:** While performing the essential functions, the employee will be required to sit, stand, walk, and to use hands. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision.

**Work Environment:** The work environment characteristics described here are representative of those an administrative employee encounters while performing the essential duties of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is generally quiet to moderate.

**Easterseals Arkansas has designated this position as a “non-safety sensitive” position under the Arkansas Medical Marijuana Amendment.**