

BCBA in Phoenix, Arizona

Kyo's BCBA's work with each client to create customized treatment plans and target the skills that are most meaningful to them and their families. They utilize assessments and advanced technology to measure outcomes and ensure maximum results. As a Kyo BCBA, you will receive 1:1 mentorship and the opportunity to collaborate with like-minded clinicians nationwide, in order to foster your personal and professional development.

Our Phoenix team is looking for BCBA's to join the team! This position comes with unique opportunities, including mounds of potential professional growth, and the flexibility to support your clients on average 50% via telehealth.

Pay Range: \$90,000-\$105,000

Sign On Bonus: \$15,000

RESPONSIBILITIES include, but are not limited to:

- Direct Kyo client programs and manage staff implementation of ABA services.
- Supervise Kyo's Behavior Therapists and Program Supervisors.
- Serve as a Responsible Supervisor for BCBA Trainees.
- Conduct observations and assessments in settings such as schools, homes, or communities, developing individualized treatment plans for clients.
- Inform client of behavior plans and goals for client, monitor, track and report on client progress, communicating frequently with families, teachers and staff about client needs and progress.
- Design and deliver training to parents, professionals and staff.
- Assist with regional or company-wide clinical or operational projects while caseload is building.
- Model program implementation for caregivers and staff.
- Attend and facilitate client and staff meetings, as needed.
- Make all reasonable attempts to ensure efficacious development of programs for our clients. This may include job related tasks and duties not listed above.
- Meet and maintain all Kyo directed performance metrics.
- Perform other duties as assigned, including direct therapy as needed.

MENTORING RESPONSIBILITIES

Kyo recognizes the critical role that effective mentorship plays in promoting staff retention and development. Within our mentorship model, BCBA's will:

- Oversee Behavior Therapist mentorship group.
- Deliver Quarterly Performance Review to mentees.

- Act as the Responsible Supervisor for any BTs in your mentor group that are enrolled in BACB coursework, maintaining responsible supervision duties.
- Provide individualized mentorship to mentees by responding to and coaching them through their duties.

KYO OFFERS YOU:

- A collaborative, supportive and cutting-edge work environment with weekly individually tailored mentorship and monthly trainings.
- The opportunity to make an amplified impact on your clients' lives by delivering comprehensive, effective, and individualized treatment.
- Reasonable workloads with seasonal billable targets and quarterly bonuses.
- Comprehensive medical benefits, including dental, vision, and life insurance.
- Access to our Employee Assistance Program (EAP) and monthly wellness events.
- Generous vacation time and paid holidays.
- Matching 401K.
- Company provided laptop, cell phone, and mileage reimbursements.
- Wide spread administrative support systems allowing BCBAs to focus on their clients.
- Relocation assistance for select areas.

WORK ENVIRONMENT

Work is performed in a parent's / caregivers home, a school or community location or in a “center” office and clinical environment. Work may be stressful at times due to client behavior, or a busy office/center environment with patients, where interaction with others is constant and interruptive.

BCBAs in the Phoenix area may serve clients in these locations: Chandler, Gilbert, Glendale, Goodyear, Mesa, Peoria, Phoenix, Scottsdale, Surprise, Tempe

** The above statements reflect general functions of this job and shall not be construed as a detailed description of all work requirements inherent in this job. Management may elaborate on or add to the above list if the duties come within the employee's realm of responsibility.*

Requirements

- Certification as a Board Certified Behavior Analyst (BCBA).
- MA degree in Psychology, Special Education, or related field.
- Excellent interpersonal and communication skills.
- Outstanding responsiveness and operational skills.
- Ability and willingness to drive from client to client and to leadership and various business meetings.

- Ability and willingness to occasionally work longer than 8 hours/day (only applies to full-time roles).
- Reliable transportation, a valid state driver's license from state of residence and automobile insurance.
- Flexibility to support clients between 3:00pm–7:00pm, Monday through Friday, based on client needs
- Individuals in this role may not be employed by, provide services to, or hold any ownership interest in another organization that offers ABA therapy services to children during their employment with Kyo. This includes independent contracting or private practice work in the field of ABA with child clients. This restriction exists to maintain ethical standards, protect client confidentiality, and prevent conflicts of interest.

PHYSICAL REQUIREMENTS:

- Have the ability to regularly walk, kneel, crawl, bend, crouch, stand up from the ground, and sit on the floor or in child-sized chairs for extended periods of time. Must also have the ability to lift and carry or otherwise move a pediatric population (up to 50 pounds). Occasionally may require running or otherwise moving quickly.
- Exhibit manual dexterity to regularly use and enter data into a computer/tablet/phone.
- Specific vision abilities/visual acuity required include close vision, distance vision, peripheral vision, and ability to adjust focus. Be able to read and comprehend written communication through computer, electronic devices, and paper means.
- Specific auditory abilities required include perceiving the nature of sounds at normal to below normal speaking levels with or without correction, ability to receive detailed information through oral communication and to make discrimination in sound, spatial awareness of sounds and speech at a variety of volume levels, often in background noise.
- Be able to speak in a manner easily understood and receive detailed information through oral communication.
- If required by a Behavior Intervention Plan, must be willing and able to utilize safe & appropriate procedures, including quick body movements.