

Job Description

Job Title: Board Certified Behavior Analyst (BCBA)

Job Type: Part-Time or Full-Time

FLSA Status: Non-exempt

Work Setting: In-Person and Virtual Opportunities Available

Expected Hours: 10–25 hours per week

Pay Range: \$69–\$102 per hour

Position Overview

We are seeking a skilled and compassionate Board Certified Behavior Analyst (BCBA) to join our team. In this role, you will support individuals with intellectual and developmental disabilities and behavioral challenges by conducting assessments, developing behavior intervention plans, and implementing evidence-based strategies that improve behavior and overall quality of life.

Key Responsibilities

- Conduct comprehensive Functional Behavior Assessments (FBAs) to identify the causes and functions of challenging behaviors.
- Develop and implement individualized Behavior Intervention Plans (BIPs) using evidence-based ABA strategies.
- Design and oversee skill acquisition programs targeting communication, social skills, adaptive behavior, and daily living skills.
- Provide supervision, training, and ongoing support to Registered Behavior Technicians (RBTs) and other staff to ensure treatment fidelity.
- Establish and monitor data collection systems to track client progress and make data-driven modifications to treatment plans.
- Implement Functional Communication Training (FCT) and other replacement behavior strategies.
- Ensure all services are delivered in accordance with BACB ethical guidelines and professional standards.
- Collaborate with families, caregivers, and interdisciplinary teams to promote consistent and effective intervention across settings.
- Participate in program evaluation and quality assurance activities to maintain high clinical standards.

Qualifications

- Master's or Doctoral degree in Behavior Analysis, Psychology, or a related field.
- Active BCBA certification in good standing with the Behavior Analyst Certification Board (BACB).
- Experience conducting behavioral assessments and developing behavior intervention plans.
- Strong knowledge of Applied Behavior Analysis (ABA) principles and evidence-based interventions.
- Excellent communication and interpersonal skills.
- Compassion, professionalism, and a commitment to supporting individuals with developmental disabilities.



Benefits

- 401(k)
- Flexible schedule
- Opportunities for both in-person and virtual service delivery

We are committed to creating an inclusive workplace. People with a criminal record are encouraged to apply.

If you are passionate about making meaningful behavioral change and supporting individuals in reaching their full potential, we encourage you to apply.

