

Board Certified Behavior Analyst (BCBA)

Position Type: Full-Time

Schedule: Shifts from 8 AM to 4 PM and 4 PM to 8 PM, including weekends as necessary.

To Apply: [Click Here](#)

Job Summary:

Superstars is actively seeking a dedicated and experienced Board-Certified Behavior Analyst (BCBA) to join our dynamic pediatric therapy team. The BCBA will be responsible for conducting comprehensive assessments, developing evidence-based intervention plans, and supervising Registered Behavior Technicians (RBTs) to ensure effective delivery of Applied Behavior Analysis (ABA) therapy for children with autism spectrum disorders and other developmental disabilities. This role is vital in creating a positive and supportive learning environment that fosters children's growth and development.

Key Responsibilities:

- **Conduct Comprehensive Assessments:**
 - Utilize a variety of assessment tools, including functional behavior assessments and standardized assessments, to evaluate children's behavior and skills.
 - Analyze behavioral data to identify patterns, triggers, and functions of behavior, leading to informed decision-making for intervention strategies tailored specifically for children.
- **Develop Personalized Treatment Plans:**
 - Design individualized behavior intervention plans (BIPs) that align with each child's unique needs, strengths, and family dynamics, ensuring goals are measurable and actionable.
 - Collaborate with families and multidisciplinary team members (including OTs, SLPs, and educators) to create supportive environments that enhance behavior change and promote learning.
- **Implement and Oversee ABA Therapy:**
 - Lead therapy sessions, modeling effective intervention strategies for RBTs and ensuring adherence to intervention plans within a pediatric context.

- Provide direct therapy services to children, adapting approaches based on real-time observations and the child's responses to maximize engagement and effectiveness.
- **Monitor and Analyze Client Progress:**
 - Collect and review ongoing data to assess the effectiveness of interventions, making data-driven adjustments as necessary to optimize outcomes for each child.
 - Prepare and present comprehensive progress reports to families and team members at regular intervals, facilitating discussions about achievements and areas for improvement.
- **Collaborate with Families and Professionals:**
 - Foster open communication with families, providing education on ABA principles and encouraging their active involvement in the therapeutic process.
 - Collaborate with teachers, therapists, and other professionals to ensure a cohesive approach to client care, advocating for the child's needs across environments.
- **Maintain Accurate Documentation:**
 - Ensure compliance with all documentation requirements, including treatment plans, progress notes, and incident reports, in accordance with HIPAA and state regulations.
 - Utilize electronic data management systems to ensure accurate record-keeping, facilitating data analysis and improving therapy outcomes.
- **Participating in Ongoing Professional Development:**
 - Engage in continuous education and training opportunities to stay current with advancements in pediatric ABA practices, including attending relevant workshops and conferences.
 - Contribute to the development of training materials and support resources for staff and families, promoting best practices in ABA.

Qualifications:

- **Education:** Master's degree in Behavior Analysis, Psychology, or a related field from an accredited institution.
- **Licensure:** Active BCBA certification, with adherence to state-specific licensure requirements.
- **Experience:** Minimum of 2 years of experience in ABA therapy, particularly with children and adolescents, demonstrating effective intervention strategies.
- **Skills:** Strong analytical and problem-solving skills, effective communication, and the ability to build rapport with children and families, creating a trusting therapeutic environment.