

## BCBA

The Board Certified Behavior Analyst (BCBA) maintains a high-quality person-centered program in accordance with the mission and vision of Emory Valley Center (EVC). The BCBA must have strong leadership skills and be able to effectively communicate and support staff, leading with a vision and a person-centered approach. This position requires flexibility in scheduling and the ability to respond effectively to crisis situations to include in-home, residential, and on-site. Innovation and visionary leadership must be utilized when making programmatic decisions and person-centered thinking should be the framework for decision making in daily work and service. The BCBA will use evidence-based strategies based on the science of applied behavior analysis to improve socially significant behaviors.

Annual Salary: \$80K/BOE

### **ESSENTIAL FUNCTIONS**

- Implement high quality Applied Behavioral Analysis (ABA) services utilizing evidence-based strategies to reduce socially significant maladaptive behavior and increase functionally equivalent replacement behaviors.
- Complete functional assessments, including antecedent and consequence analysis, to identify the variables that maintain specific behaviors and develop a treatment plan that includes functionally equivalent replacement behavior and a Behavior Support Plan (BSP) that includes individualized recommendations based on the hypothesized functions of the target behavior.
- Develop individualized teaching protocols, data collection systems, and data display that accurately and effectively portray changes in behavior and skill development.
- Provide ongoing training and support to Registered Behavior Technicians (RBT's), Circle of Support (COS) members and Direct Support Professionals (DSP's) implementing the BSP and/or collecting data.
- Review data collected by RBT's, DSP's and COS members (as applicable) to make informed decisions about specific protocol modifications needed to teach replacement behaviors.
- Provide supervision of RBT's and trainees in accordance with Behavior Analyst Certification Board (BACB) guidelines, maintaining accurate documentation of supervision hours.
- Maintain training documentation specific to the individual's treatment plan as an integrity checklist for implementation reliability.
- Ensure compliance with all EVC policies and procedures, state guidelines for ABA therapy, and specific MCO/insurance company requirements.
- Provide Intensive Behavioral Family Centered Treatment, Stabilization and Supports targeted for in home, family centered supports, tailored to the needs of children under 21.

- Provide Intensive Behavioral Community Transition and Stabilization Services targeted to provide short term intensive 24/7 community-based support. Focused transitional and stabilization services and supports to assist adults ages 18 years and older who are transitioning out of highly structured and supervised environments to achieve and maintain stable integrated lived in their community.
- Provide Behavior Identification Assessment, Adaptive Behavior Treatments with Protocol Modification, Adaptive Behavior Treatments by Protocol, Adaptive Behavior Treatment with Protocol Modification, Group Adaptive Behavior Treatment with Protocol Modification, Family Adaptive Behavior Treatment Guidance, and Multiple-Family Adaptive Behavior Treatment Guidance adhering to all guidelines set by the state of Tennessee and the various Managed Care Organizations (MCOs)/insurance companies.
- Other duties as assigned by the Senior Vice President of Operations, and President.

## **KNOWLEDGE AND SKILLS**

- Understanding of organizational dynamics.
- Public speaking ability.
- Understanding the funding sources and entitlement programs for individuals with intellectual and developmental disabilities.
- Ability to maintain effective relationships with staff, employees, and the general public, demonstrating sensitivity to corporate needs, employee goodwill, and the Company's public image.
- Ability to present facts and recommendations effectively in oral, electronic, and written form.
- Excellent crisis, time management, organizational, interpersonal and communication skills that promote effective teamwork.
- Ability to exercise good judgment, responsibility, and independent action.
- Ability to establish a comfortable and supportive relationship with individuals receiving services.
- Utilize electronic record keeping system as required for agency operations.
- Ensure confidentiality regarding sensitive material including applicant's, employees, and individual's right to privacy and protected health information, following Health Insurance Portability and Accountability Act (HIPAA) and HITECH.
- Ability to lift 50 pounds (weight of average manual wheelchair when chair is empty).

## **EDUCATIONAL AND WORK EXPERIENCE**

- Master's degree in behavioral analysis or related field
- Completion of the 8-hour Supervision Training

#### **REQUIRED LICENSES AND/OR CERTIFICATES**

- Board Certified Behavior Analyst (BCBA).
- Licensed Behavior Analyst (LBA) in Tennessee.
- DDA and MCO designated online training, First Aid, CPR, and Supervisory Training, and any other required training.
- Emory Valley Center Orientation.
- Valid TN driver's license with acceptable driving record.
- Person Centered Thinking Training.

#### **WORKING CONDITIONS**

- Frequent local travel is required in addition to occasional transportation of individuals with disabilities.
- Occasional lifting, stretching and other physical exertion during positioning of individuals supported equipment.
- On-call 24 hours a day for emergencies, in cooperation with other agency staff.
- Works a flexible schedule as determined necessary. Overtime may be required throughout the year.
- Work will take place in both a remote and office setting, as well as including work within the community and EVC homes/programs.
- May be exposed to various medical conditions, communicable diseases, and pest infestations.
- While performing the duties of the job, employee travels by automobile, and is exposed to changing weather conditions.
- May occasionally assist with wheelchair transfer of non-ambulatory individuals.

To Apply;

<https://www.emoryvalleycenter.org/careers/>