

## **SIGN ON BONUS AVAILABLE TO HIRED APPLICANTS**

The NEEDS Center has an opening for a **BCBA** who will ensure the quality of the home, school, and center-based programs by directing the clinical services and programs for individuals with developmental disabilities with a focus on Autism Spectrum Disorders.

### **Responsibilities include:**

- Develop and monitor individualized treatment plans and behavior support plans for assigned caseload
- Conduct initial and ongoing assessments and write progress reports
- Provide instruction, support, and feedback to families and Direct Support staff with regard to managing challenging behaviors and teaching replacement behaviors
- Conduct Functional Assessments and Functional Analysis for all challenging behaviors
- Review program effectiveness, make recommendations, monitor data collection, and chart progress

### **Qualifications:**

- A minimum of a Master's Degree in a related field
- A current BCBA Certification/License preferred but will consider candidates who are BCBA eligible
- A minimum of 3 years experience working in a setting that utilizes programming based on the principles of applied behavior analysis
- Experience with the following: completing functional behavior assessments, authoring behavior support plans, creating program materials, providing parent training and supervising direct services to individuals
- Experience working with individuals diagnosed with Autism Spectrum Disorder required
- Good communication skills, both written and verbal
- Must have a valid driver's license
- Macintosh and PC literacy required as well as experience with program related software including, Excel, Word, Boardmaker, etc.

### **Full time, Part time, and Per diem work all available!**

The NEEDS Center specializes in providing services and support to individuals with developmental disabilities, including Autism Spectrum Disorder (ASD). There is a particular emphasis on providing services to individuals with interfering challenging behavior and/or dual diagnosis. The NEEDS Center's philosophy is rooted in the tenets of Applied Behavior Analysis (ABA), and Positive Behavior Support (PSB). The services and supports provided by the NEEDS Center draw on the best of both disciplines in order to assist individuals to become as independent as they can be. Our primary coverage area is the northeast region of Massachusetts.

### **Benefits Include:**

- Health insurance (no deductible!)
- Dental, Vision, FSA, 403b
- Generous PTO (time is fronted after 30 days)
- Tuition Reimbursement (full and part-time eligible)
- Mileage Reimbursement
- Company iPhone, iPad, and laptop all provided
- Professional liability insurance
- Financial support on professional license and certification renewal
- Free access to our on-demand training library with opportunity to earn CEU's
- Clinically supportive environment with regular opportunities to meet and collaborate with NEEDS Center BCBA's and supervisors