

Job Summary:

The job of a Board Certified Behavior Analyst (BCBA) is to conduct Functional Behavior Assessments and create effective Behavior Intervention Plans and Behavior Support Plans for students who receive behavior intervention services in an educational setting.

Essential Functions:

- Supervise and support Behavior Support Plan Technicians in implementing behavior plans within the assigned student's IEP.
- Provide direct services and consultation to students, staff and parents/guardians in order to provide support and professional learning in appropriate behavior intervention techniques;
- Provide positive ways for working successfully with students who have difficulties conforming to acceptable behavior patterns;
- Provide analysis services and behavior management plans for students;
- Conducts assessment and plans that conform to applicable California statutes and regulations.
- Supervise the delivery of intensive and/or general behavior intervention services;
- Conduct effective training in the area of applied behavior analysis (ABA) and/or intensive behavior intervention;
- Explain complex behavioral intervention strategies in a clear and concise manner to family members, teachers, agency staff, and the public;
- Understand and address the needs of students with various mental health diagnoses, developmental disabilities, and severe behavior problems;
- Effectively develop and implement applied behavior analysis (ABA) based interventions and staff trainings;
- Conduct weekly on-site visits, participate in agency trainings and meetings in a variety of settings;
- Effectively interact with students, family members, district personnel, Central Valley Regional Center personnel, and Tulare County Mental Health personnel;
- Rapidly learn from training methods, techniques, and develop materials to be used in instruction and intensive behavioral intervention;

Skills, Knowledge and/or Abilities Required:

- **Skills to:**
 - Write effective annual and/or quarterly reports;
 - Collect and interpret relevant data regarding the implementation of intensive behavior service delivery;
 - Read and write notes, memos and reports of a moderately complex nature;
 - Structure time effectively;
 - Assist with maintenance of student files and in the retrieval of pertinent information;
 - Effectively train, consult with a wide range of diverse individuals;
 - Determine steps in a complex process;
- **Knowledge of:**
 - Applied behavior analysis and intensive behavior intervention strategies;
 - Behavioral consultation strategies;
 - Effective supervision techniques;
 - Effective training/teaching strategies and techniques;
 - Various mental health diagnoses, developmental disabilities, and severe behavior problems;
 - Non-violent verbal and physical intervention techniques;

▪ **Ability to:**

- Recognize and follow procedures when disruptive, abusive, or dangerous behavior occurs;
- Conduct training sessions for parents, staff, and other professionals and agency personnel;
- Conduct Functional Behavior Assessments, generate reports, and oversee the implementation of behavior intervention plans;
- Communicate effectively, both orally and in writing, with family members, district personnel and various outside agencies;
- Understand and carry out oral and written instructions;
- Maintain confidentiality of student records and communications;
- Adhere to schedules and deadlines;
- Read, interpret, and apply rules, regulations, and policies;
- Adapt to working with diverse student populations and various schools and LEA's.
- Work independently under broad organizational guidelines to achieve unit objective.
- Supervise program implementation;
- Maintain BCBA or BCABA Certification
- Obtain additional training in areas related to job function, knowledge, and/or abilities.
- Use own vehicle to travel to various locations within Tulare County;

Experience Required:

- Four years or more of experience designing and/or implementing intensive behavior intervention services to students with various developmental disabilities, mental health diagnoses, and/or severe behavior problems in a home-based, center-based, educational, or social services setting.

Education Required:

- Bachelor's degree with an emphasis in applied behavior analysis, psychology, education, or a related field.
- Masters' degree preferred.

Certificates, Licenses, Clearances, Testing and/or Bonding Required:

- Valid Board Certified Behavior Analyst (BCBA) or Board Certified Associate Behavior Analyst (BCABA) certification/eligible preferred.
- Valid California driver's license and proof of automobile insurance;
- Department of Justice and FBI Fingerprint Response.

FLSA Status: *Non-Exempt*

June 2021

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