



Behavior Supervisor – BCBA

Behavior Frontiers is dedicated to providing research-based, ABA treatment to individuals with autism and other special needs. We are currently expanding our services and we are looking for career-minded, experienced BCBAs to join our team. At Behavior Frontiers you will find a professional, ethical, structured, respectful, caring, and fun work environment where you can reach your career goals!

Job Responsibilities:

- Design and oversee applied behavior analysis (ABA) treatment programs for clients with autism spectrum disorder and other special needs
- Train behavior instructors, parents, and other professionals to implement ABA treatment plans
- Conduct face-to-face supervision for clients in your region who have funding for BCBA supervision
- Conduct client's team meetings in order to update the client's treatment plan and to support behavior instructors and parents on the team
- Assess the client's treatment needs and write detailed goals and objectives for each client's treatment plan so that progress may be tracked and measured
- Write initial assessments and progress reports for each client's funding source
- Attend IEP, IFSP, and transition meetings to present the client's present level of performance, progress on current goals, and proposed goals
- Consult with parents and school personnel in person, on the phone, or through video
- Conduct annual performance evaluations and career counseling for behavior instructors
- Recruit, interview, train, and manage behavior instructors
- Perform other job duties as assigned

Job Qualifications:

- BCBA certification
- Master's degree in education, psychology, counseling, behavior analysis, behavior science, human development, social work, or rehabilitation
- 1 year experience working as a behavior instructor implementing ABA interventions with children with autism
- 1 year experience working as a behavior supervisor designing ABA programs for children with autism, as well as training parents and instructors how to implement these interventions
- Knowledge and experience with DTT, NATS/NET, VB
- Experience conducting assessments: VB-MAPP, Vineland, ABLLS, Brigance, FBA
- Bilingual in Spanish is a plus!

Benefits for All Employees:

- Competitive pay
- Initial and ongoing paid training and supervision
- Opportunities for career advancement
- Performance and promotion raises
- Paid mileage
- Paid drive time
- Paid professional liability insurance
- Paid registration for professional conferences
- Opportunities for BCBA mentorship



- Discounts at specific ABA Master's or Certificate programs
- Allowances for purchasing client reinforcers
- Tuition reduction programs at universities, such as National University and California Southern University

Company Perks:

- Discounts off Verizon, Sprint, and/or AT&T services
- Purchase program with discounts to rentals, moving services, excel, and more!
- Company socials by region, such as: dinners, bowling, yoga, holiday parties and more!
- Stocked office with snacks and beverages
- Free lunch provided at monthly Supervisory/Administrative Staff meeting
- Performance Incentive Program with choice of rewards, such as a variety of e-gift cards and bonuses!

Additional Benefits for Full-time Employees:

- Medical, dental and vision insurance
- 401k Plan with company match
- Paid Personal Time Off and Sick Leave
- Paid Holidays

Additional Benefits for Clinical Management Employees:

- Remote access to our comprehensive curriculum and online training programs
- Laptop
- Mobile phone
- Flexible work days and time; ability to work from home
- Free BCBA CEUs through company-sponsored Type II CEU events
- Paid conference attendance (e.g., registration, travel, room, meals, etc.)
- Opportunities for marriage family therapy (MFT) supervision
- Opportunities to participate in research projects and present at conferences
- Relocation assistance, if applicable