

# BCBA Clinical Lead Job Description

The Increasing Desired Behaviors team is looking for a passionate and motivated individual ready to change the lives of their clients while building their clinical and professional skills. At Increasing Desired Behaviors, we provide state of the art behavioral intervention services using Applied Behavior Analysis (ABA) to assist children with autism and their families. We believe that with quality therapy, a team approach, and always putting our clients first, we can help them learn the skills they need to be independent, happy, and uniquely themselves. Our programs are tailored to the specific needs of each individual and provide quality, evidence-based therapy services in a nurturing and supportive environment as needed to help our clients reach their fullest potential.

## Educational Requirements:

- Must have a minimum of a Master's Degree from an accredited college or university

- Relevant fields of study include psychology, behavior analysis, education, special education and early childhood education and development.

- Must be a current Board-Certified Behavior Analyst (BCBA) through the BACB (Behavior Analyst Certification Board)
- As an exempt supervisor, your responsibility is to meet billable hours as stated in your contracted offer letter and to complete a **32 weekly billable hour requirement**.

## Experience:

- o Minimum of 2 years of experience providing ABA services.
- o Proven track record of building and managing a caseload.
- o Strong leadership and team management abilities.
- o Excellent verbal and written communication skills.
- o Proficient in data collection, analysis, and clinical documentation.
- o Ability to work collaboratively across departments.
- o High level of organizational and time-management skills.

## Key Responsibilities:

- Oversee the department's compliance with legal policies, guidelines, and standards
- Ensure departments have sufficient and qualified personnel
- Organize and run all patient care or administrative operations and programs
- Ensure all medical records and other hospital documentation are current and within state and federal laws
- Perform quarterly and annual employee reviews and provide feedback on their performance to help motivate their dedication to professional goals
- Act as a connection between patients, their families and additional care staff

## What we're looking for:

- Excellent analytical skills and the ability to exercise sound judgment when making decisions
- Strong leadership and management skills

- Great communication and interpersonal skills when dealing with clinical staff and patients
- Problem solving skills when resolving administrative issues and conflicts
- Detailed knowledge of policies and regulations in the clinical field
- Ability to delegate and supervise tasks as required
- Good understanding of budget and resources planning budgeting in addition to evaluation procedures and methods
- Hands-on skills in dealing with behavioral software computer systems such as Rethink

**Job Type: Full - Time**

**Pay: \$73,000.00 - \$85,000.00 per year**

**Expected hours: 30 – 40 per week**

**Benefits:**

- 401(k)
- Dental insurance
- Flexible schedule
- Health insurance
- Mileage reimbursement
- Paid sick time
- Paid time off
- Vision insurance

**Schedule:**

- Choose your own hours
- Monday to Friday
- Weekends as needed

**Ability to Commute:**

- Riverside County

**Willingness to travel:**

- 100% (Preferred)

Work Location: In person