



## **Position Description**

### **Board Certified Behavior Analyst**

**Position:** Board Certified Behavior Analyst (BCBA)

**Full/Part Time:** Full-time

**Location:** Phoenix

#### **Description:**

The Young Mind Center was founded in 2011 in Phoenix, AZ and opened the first transdisciplinary, inclusive early autism intervention center in the Valley in 2018. We are seeking an experienced BCBA to join our team and be a part of our effort to set the standard for excellence in leadership and teaming in the field of early autism intervention. As part of a transdisciplinary team of professionals, a BCBA is responsible for creating and overseeing individualized behavior therapy programs to increase desired behaviors and reduce unwanted behaviors for children ages 18 months to 6 years old. A BCBA at YMCC is an expert in behavior who provides specialized intervention to young children across the areas of communication, social skills, play skills, cognitive skills, motor skills, and adaptive behavior skills. Additionally, a BCBA is an advocate for our mission, a model of professionalism, a source of support and partnership for families, a proactive and effective communicator, a willing collaborator, a fair and explicit coach, and an active part of our community.

#### **What we offer:**

- The opportunity to work on a transdisciplinary team (that includes BCBA's, a psychologist, an OT, an SLP, preschool teachers, RBTs, and families) that functions in an extraordinary way – we trust one another, we complement each other's strengths and compensate for each other's limitations, we have common goals that are larger than individual goals, and we produce extraordinary results.
- The ability to best serve young children with autism. Our approach utilizes Naturalistic Developmental Behavioral Interventions (NDBIs), which bring together the behavioral strategies from ABA and knowledge of how children develop and learn to improve children's motivation to learn, speed of acquisition of skills, and ability to generalize newly acquired skills to novel environments.
- An intervention setting where children with autism are children first. We believe children with ASD should be afforded the same opportunities to play, learn, and have fun as if they were typically developing. Our intervention takes place in an inclusive preschool with typically developing peers.
- Above market compensation when you factor in profit sharing and benefits. (For example, we profit share based on the organization's profitability, which can be up to 20% of your salary. You get 15 paid holidays and up to 25 days of PTO.)
- The conditions for you to be successful (e.g., a max caseload of 6, a team-based approach, therapist retention that is 2.5x the average, etc.).
- The opportunity to be a member of a community of people who are passionate about the work we do and the impact we make.

#### **Primary Responsibilities:**

- Conduct quarterly assessment & treatment planning
- Provide on-going client supervision to ensure fidelity of treatment techniques, modify treatment protocols, and coach RBTs
- Partner with parents and other caregivers
- Maintain accurate documentation
- Manage and lead team of behavior therapists
- Collaborate with teacher, SLP, OT, and psychologist regarding treatment plans and related ABA goals and objectives

**Key Skills:**

- Strong foundational knowledge of autism and neurotypical development
- Proficiency in conducting assessments such as the ESDM, VB-MAPP, Vineland
- Experience designing, implementing, and modifying treatment plans based on assessment results and best available evidence
- An affinity for seeking out new experiences, knowledge, and candid feedback and an openness to learning and change
- The ability to gather and make sense of information that suggests new possibilities
- A talent for using emotion and logic to connect with people and communicate a persuasive vision
- The determination to persevere despite challenges and to bounce back from adversity

**Key Characteristics:**

- Demonstrated track record of modeling authentic, inclusive behavior with humility and courage
- Successfully supervised a caseload of at least 5 early autism intervention clients
- Implemented programs that teach behaviors by embedding them in highly preferred activities and build them up from the simplest steps to the most complex and has knowledge of NBDIs (ESDM preferred)
- Strong record of empowering and motivating team members through effective managing and leading
- Frequent collaboration with stakeholders that is characterized by cooperation, mutual respect, and shared goals
- Demonstrated curiosity, flexibility, and adaptability in responding to change and ambiguity
- Demonstrated self-awareness, continuous learning, and effective management of personal time and energy

**Minimum Requirements:**

- 2+ years practicing as a Board Certified Behavior Analyst (BCBA) supervising a caseload of clients receiving early autism intervention
- Licensed Behavior Analyst by the Arizona State Board of Psychological Examiners
- AZ IVP Fingerprint Clearance Card

**Benefits:**

- Competitive salary
- Relocation assistance
- 6-month performance evaluations and bonuses
- 6 weeks of Paid Time Off to start (15 holidays, 15 personal days)
- BCBS health & dental, with VSP vision benefits
- 401K with company matching up to 4%
- Annual professional development stipend
- Certification and licensure fee reimbursement
- Paid maternity, family leave
- Regular team socials and events

**To Apply:**

Please submit a current resume and cover letter to [office@youngmindcenter.org](mailto:office@youngmindcenter.org). In your letter, please include an explanation of why your experience is specifically relevant to this role at YMCC. We want to see your personal style—what makes you tick and why you think your next opportunity is here with us.