

CLINICAL DIRECTOR (BOARD CERTIFIED BEHAVIOR ANALYST)

Job Status:	Full-Time	Reports To:	Chief Executive Officer
Pay:	Starting at \$80,000 year	Date:	
Hours:	M-F; Flexible Hours		
Qualification	>5 Years working with client's with ASD or Developmental Disabilities; Master's Degree in Psychology, Applied Behavior Analysis (ABA), Education, Special Education or related field; Board Certified Behavior Analyst (BCBA) Certification; and Behavior Specialist Licensure (BSL)		

Company Information

Children's Universal Behavior Services (affectionately known as "CUBS") was founded in the Pocono Mountains to meet the growing need for comprehensive behavior services for children, their families, and educational institutions affected by autism and related disorders.

Our team has a distinct and effective approach to implementing behavior analytic services, grounded in the evidence-based practice of Applied Behavior Analysis (ABA). CUBS individualized behavior programs have a common goal - to encourage wellness, foster independence and inclusion, prepare for learning, and promote personal empowerment so that children and their families can **THRIVE**. By actively engaging with their communities, peers, and collaborative care providers, children are more likely to maximize their potential and quality of life.

CUBS operates a center in Shawnee on Delaware, Pennsylvania and serves children ages 0-13 in school, home, and community-based settings with exceptional therapeutic and habilitative treatments. Services also include parent training and consulting, as well as training for professionals who are involved in the treatment and education of children.

To apply online or for more information about CUBS, please visit www.ChildrensUniversal.com.

Position Summary

The Clinical Director observes, assesses and supervises the educational activities and service delivery of all behavioral staff including BCBAs, Supervisors and Behavioral Technicians. The Clinical Director assists with recruiting, training and mentoring of new BCBAs. In this role working with the Administrative Director, the Clinical Director attends community outreach events, continuously seeks to build referral sources and assists with group events as called upon to do so.

Duties & Responsibilities

- Developing policies, standards, and procedures to support business efficiencies and agency objectives
- Developing and maintaining client, health network, and payor relationships
- Guiding clients through the referral process into direct therapy to ensure families are well-educated and committed to ABA therapy before beginning services

- Ensuring clients and parents are engaged in and completely satisfied with the services provided to them
- Resolving client and staff concerns in a timely manner
- Training, mentoring, and managing a team of clinicians, including Registered Behavior Technicians (RBTs) and Board Certified Behavior Analysts (BCBAs)
- Conducting staff performance reviews
- Providing supervision to RBTs and qualifying candidates who are working towards their BCBA or BCaBA certification
- Conducting initial and/or ongoing assessments (e.g., VB-MAPP, ABLLS, ABAS, etc.)
- Collecting, analyzing, and reviewing data
- Providing client progress updates and/or reviewing reports written by supervisory staff
- Assisting with administrative duties, including scheduling and billing
- Ensuring that staff who provide IBHS are supervised in accordance with this chapter
- Maintaining clinical oversight of the services provided
- Ensuring staff who provide IBHS have access to supervisory staff during the hours that IBHS are provided, including evenings and weekends
- Completing and documenting a clinical record review for quality of the IBHS provided and compliance and documenting the outcomes of the review quarterly
- Ensuring that training for staff is being provided as required

Basic & Physical Requirements

- Must be able to lift up to 50 pounds.
- Must be able to lift and carry clients with adaptive equipment.
- Must be able to assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, standing) for extended periods of time.
- Must be able to sit on the floor or stand for extended periods of time.
- Must be willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan in the course of working with children with challenging behavior.
- Must have manual dexterity to perform specific computer and electronic device functions for data collection.
- Must be physically present at the assigned job location, which may include home, school, center, and community placements.
- Must be able to receive and retain detailed information through oral communication.
- Must have visual acuity to read and comprehend written communication through computer, electronic devices, and paper means.
- Must have reliable transportation and be willing and able to travel between different job sites within a 30 mile radius from CUBS in Shawnee, PA.
- Must have a valid driver's license and auto insurance policy.

Qualifications

- A minimum of a Master's Degree from an accredited institution in Psychology, ABA, Education, Special Education or related field.
- Must maintain valid clearances, including child abuse, federal (FBI) and state criminal background check (processed 1 year prior to employment).

Experience

- A minimum of 5 years' experience providing therapeutic services to children with Autism and related disorders
- Program development and staff management experience
- A minimum of 1 year of full-time postgraduate experience in the provision of mental health direct services to children and at least one of the following:
- High confidence and experience writing reports documenting behavioral recommendations for parents, caregivers and agency personnel in a timely and accurate manner
- Possesses a strong foundation and deep understanding of ABA and research-based therapeutic interventions
- Must be proficient with intensive teaching, natural environment training, ABA Program Development, ABA Behavior Reduction and Skills Acquisition Procedures
- Must have excellent writing and oral communication skills
- Highly organized with the ability to multi-task
- Must be able to work well as part of a team with staff

Reporting Relationship

- Employment Supervisor: Administrative Director
- Clinical Supervisor: Clinical Director

Related Training

- Responsible for completing and maintaining all required certifications and trainings once employed including, but not limited to: CPR, First Aid, TACT 2, Clearances/Background Checks, and other company in-services and trainings as directed by employment supervisor.

Benefits of Joining CUBS

- Part-Time and Full-Time positions available with flexible hours
- Competency-based compensation: A clear path for advancement while maintaining the highest quality services
- Six (6) paid holidays
- Paid time off (PTO) for full-time employees
- Professional development programs for BT to BCBA
- BCBA supervision hours towards certification
- Employee Wellness Program
- Language Stipend

Application Procedures

Submit a letter of interest, resume of relevant experience, and names and contact information for three (3) references via our website (www.ChildrensUniversal.com), under the Employment page. You are also welcome to fax, mail or deliver your application package and clearances to the address below. We are looking forward to connecting with you!

Children's Universal Behavior Services

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