

# JOIN THE HELM ABA BCBA TEAM



You've waited! The #bestABAteaminTexas is hiring BCBA's!

As a certified "Great Place to Work," The Helm ABA prides itself on creating a team focused environment that empowers BCBA's and therapists to advocate, support, and craft the highest quality therapy for children and families affected by autism.

Driven by our mission and guided by our core values, The Helm ABA is dedicated to leading the industry in outstanding work culture doing work that matters- improving quality of life.

If you're ready to swap out that J-O-B for a meaningful, family oriented career, we want to hear from you!

## **WHAT SETS US APART!**

- Eligible for a 4-day work week!
- Eligible for In-State, Out of State and In-House CEUs!
- Small Caseloads (Average of 25 hours per week)
- Commitment to growth while maintaining excellence
- Women and BCBA Owned Business

## **WHAT WINNING LOOKS LIKE**

**Coordinates and provides leadership to therapy team to execute high-quality outcomes for all clients on caseload.**

- Models The Helm ABA company core values
- Is a self-aware and growth-minded individual
- Builds rapport and provides exceptional leadership and guidance to the therapy team.
- Collaborates with Clinical Director to brainstorm and improve clinic operations and therapy outcomes
- Conducts CEUS for RBTs and needed.
- Conducts RBT quarterly meetings for individual team members
- Works in collaboration with Directors to create growth plans for RBTs and therapists not meeting quality standards.

**Provides case oversight and creates exceptional outcomes for all clients.**

- Oversees and achieves rigorous client progress averages for all clients on caseload
- Clients make meaningful progress- measured in treatment plans and assessments.
- Provides exceptional case supervision utilizing ACT and BST with fidelity
- Provides exceptional parent training utilizing ACT and BST with fidelity
- Maintains monthly billable hours of 100 hours.

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**Creates exceptional customer service experience for all clients and community members who come in contact with The Helm ABA.**

- Provides exceptional parent training and supports in troubleshooting parent concerns
- Reflects on semesterly parent surveys and creates a plan for improvement of growth areas and generalization of successful areas.
- Collaborates with other service providers to formulate cohesive and generalizable treatment plans.

**Supports BCBA Team by assisting in the design and execution of outstanding supervision for BCBA Interns and RBTs**

- Oversees all BACB Rules and Regulations for Supervisees and RBTs
- Collaborates with BCBA to ensure quality supervision is provided.
- Provides leadership and oversight of Supervisees
- Provides coaching and feedback as needed to gain skills to become an outstanding BCBA.

## **QUALIFICATIONS**

- Current Board Certified Behavior Analyst and Licensed Behavior Analyst
- Experience with working with children and families affected by autism
- Excellent leadership skills
- Excellent written and oral communication skills
- A passion for teamwork, collaboration and growth
- Ability to clearly articulate long-term vision for clients and families affected by autism and champions ABA to accomplish the vision.
- Must be able to maintain a stationary position, sitting at a desk for extended periods.
- Walk, bend, squat, reach, crawl, and kneel
- Local travel during business hours may be required
- Must be able to perform each essential job duty with or without reasonable accommodations.

## **BENEFITS**

- Eligible for 4-day week - True work life balance!
- Generous Paid Time Off: 21 paid days off in your first year; 9 paid holidays, 10 paid days, 2 paid team building days (Field day!)
- Opportunity to earn 4 additional PTO days per year based on personal goal achievement
- Medical Insurance with free mental health therapy, preventive services, class pass and SO MUCH MORE!
- Vision and Dental Insurance
- \$50,000 Life Insurance Policy
- Short-Term Disability options
- Outstanding culture with annual holiday parties, Team Appreciation Week, team meetings and team outings!
- Phenomenal work life balance that encourages mental health