

Board Certified Behavior Analyst (BCBA)

Job Type: Full-time, flexible schedule.

Work Location: One Location

Hourly pay range: \$33.00 - \$39.00

Annually pay range: \$62,000 - \$80,000 (additional profit sharing)

Benefits:

- Health Insurance
- Dental Insurance
- Vision Insurance
- Accident Insurance
- 401K up to 6% Matching
- Employee Assistance Program
- Relocation Assistance
- CEU Expense Assistance
- Flexible Schedule
- Paid Time Off
- Referral Bonus Program
- Health and Wellness Program
 - Gym Reimbursement
 - Free Employee Medical Clinic
 - Free Mental Health Sessions
- Tuition Reimbursement Program
- Internship Opportunities
- Transportation Stipends
- Cell phone Stipend
- Paid Trainings (National Certification)
- Internal and External Events
- Continued Education Units
- Child Care Benefit
- Profit Sharing

Job Description:

If you like to be the star of the show, then read no further, this is not the position for you. If you are looking for a Cruise Control Career, you will not find that on our team. Our team is passionate about inspiring clients and families to become the best version of themselves. We take a guiding & coaching approach that empowers ownership in the clients we serve, cheering them on to become the hero in their story.

Do you have a healthy disregard for the impossible? Are you brave enough to have uncomfortable conversations & transparent enough to cut out the B.S.? Do you believe in individualized treatment that is safe & fun? Can you dynamically take a theory, individualize & adapt it to your client's specific needs? Can you skillfully coach in an effective style of connection that win or lose you are here for the whole ride?

We need a dynamic family engineer who builds clients up with high-quality, intentional, & realistic treatment. Maintaining a creative curiosity to solve the hell out of anything is a must. Someone who isn't afraid to investigate and find the "hows" and "whys." This is more than a career calling, it's stewardship. If you want to become a better version of yourself, and show others how to do the same, then apply yourself, and apply today.

What Winning Looks Like:

- Strengthening families through clinical competence, evidence-based practices, and implementing ongoing supervision and training for staff and/or family members.
- Demonstrating resilience in caseload management by fulfilling contractual obligations, utilizing funding contracts, and maximizing capacity and efficiency standards.
- Producing timely documentation and submission of notes, behavior intervention plans, and treatment plans.
- Displaying a commitment to excellence and professionalism, abiding by one's clinical code of ethics, and understanding and implementing UTBS policies and procedures.
- Working as a team by promoting collaboration, critical thinking, building morale, and cultivating optimism and positivity in the workplace.

Requirements:

Active License and ability to practice in Utah

- Include
- BCBA, BCaBA
- Candidates that are within 6 months of obtaining their independent licensure are also encouraged to apply.
- Ability to maintain confidentiality about the clients, families, staff, and any other protected health information (PHI) in accordance with HIPAA. (Pretty standard, across the board requirement)
- Ability to pass a Background Check. (Don't make it awkward, honesty is key)
- Current driver's license.
- If you feel passionate that you are the perfect candidate and this is the right place for you, but do not have a certification or license listed above, please apply and tell us why you think you'd be a good fit. (We are all about conversations).
- A minimum of 21 hours a week with three evening sessions.
- Clinicians must make themselves available to complete mandatory, ongoing, required trainings scheduled throughout the year, including evenings and weekends.
- Speak, write, read and/or communicate fluently in the English language.
- Must be computer literate and respond to emails throughout the day.
- All promotions and raises are contingent upon satisfactory performance of the Key Result Area/Key Performance Indicator (KRA/KPI).

About UTBS:

- We are a family business that was founded in 2013
- We have over 500 employees who served more than 2,300 clients in 2022
- We have served the community with over 20,500,000 hours of service
- Over 75% of our professional team started as Behavior Technicians
- UTBS was recognized as the Business Group of the Year by the Autism Law Summit
- Proud member of CASP (National Council of Autism Service Providers)
- Founding member of the Coalition of Utah Autism Service Providers

Check us out on social media:

FACEBOOK: <https://www.facebook.com/utahbehaviorservices>

TWITTER: @utbsinc

INSTAGRAM: UtahBehaviorServices

