



## JOB APPLICATION: Board-Certified Behavior Analyst (BCBA)

APPLICATION DATE: \_\_\_\_\_

Name: \_\_\_\_\_ DOB: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

When is the best time to reach you by phone? \_\_\_\_\_

What are some potential interview dates & times? \_\_\_\_\_

Why are you interested in this job? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

### DOCUMENTATION REQUIRED (please return the following documents with this application):

- \_\_\_\_ 1) Current resume
- \_\_\_\_ 2) Three professional references; include ALL employers for past 5 years (include addresses & phone #s)
- \_\_\_\_ 3) Copy of current board certification & TN licensure
- \_\_\_\_ 5) Three writing samples (behavior plans, assessments, published articles, etc.)

Please fax or mail all requirements listed above to:

**Beacon Behavioral Consultants, Inc.**  
**ATTN: Martha Felker, Executive Director**  
**1139 Woodridge Place**  
**Mt. Juliet, TN 37122.**

For more information, please call Beacon at 615-288-4942. Thank you for inquiry!

**Equal Opportunity Employer!!**



## **BEHAVIOR ANALYST JOB INFORMATION**

### **Contractor**

Beacon Behavioral Consultants, Inc.

### **Job Title**

Board-Certified Behavior Analyst (BCBA)

### **Work Schedule**

Flexible; you determine based on individual client and staff needs

### **Wages**

Entry pay starts at \$52/hour and increases to \$62/hour based on experience and qualifications. You determine how many hours you want to work (90-110 billable hours per month recommended).

### **Dress**

Casual to semi-formal depending upon the function

### **Job Description/Requirements**

- Work with children, adolescents, and adults with challenging behavior, intellectual disabilities, and autism across home, school, workplace, and/or community settings
- Conduct functional behavior assessments and develop treatment plans that incorporate research-based ABA interventions specific to the individual's needs
- Train individuals, staff and/or family over interventions and data collection as prescribed in treatment plan
- Assess treatment fidelity and data reliability; modify treatment as needed to improve efficacy
- Maintain accurate documentation and billing records as required by Beacon
- Maintain positive relationships with all families, administrators, and support personnel
- Must have and maintain board-certification (BCBA)
- Participate in at least two professional development opportunities each year and maintain board certification
- Maintain at least one ABA professional membership
- Act professionally, work cooperatively, think functionally



## ABOUT BEACON

Beacon Behavioral Consultants, located in Mt. Juliet, Tennessee, was founded in October 2003 by Martha & Johnny Felker. Beacon provides applied behavior analysis services (ABA) across most of the Middle Tennessee region. Beacon specializes in functional assessment of behavior, VB-MAPP, ABLIS and ABA intervention for individuals with challenging behavior and/or verbal skill deficits. Our clinicians are highly trained professionals experienced in providing ABA services for all ages across home, school, community and clinic-based settings. Beacon's commitment to excellence is reflected in the expertise of our clinicians and our reputation as a quality ABA provider across Middle Tennessee. Beacon contracts with BlueCare/TennCare, TennCare Select, CoverKids, Amerigroup, Wilson County Schools, and private individuals.

## BEHAVIORAL CLINICIANS

**Behavior Analyst/BCBA/LBA:** Masters or PhD-level clinicians who are credentialed by the Behavior Analyst Certification Board as Board-Certified Behavior Analysts (BCBAs) and licensed by the state of Tennessee (LBAs). BCBAs conduct functional assessments and analysis of behavior, develop plans of care, train and assist in implementing plans of care, evaluate treatment effectiveness, follow up on crisis situations, evaluate maintenance and generalization of behavior, participate in individual-specific planning meetings, consult with treating healthcare professionals and supervise Registered Behavior Technicians (RBTs).

**Registered Behavior Technician/RBT:** Bachelors-level clinicians who are certified by the Behavior Analyst Certification Board as Registered Behavior Technicians (RBTs). RBTs directly implement skill acquisition and behavior-reduction plans developed by BCBAs and collect/maintain data specific to each plan. RBTs work under the close, ongoing supervision of licensed BCBAs.

## DESCRIPTION OF SERVICES

**Functional Behavior Assessment (FBA), Behavior Intervention Plan (BIP):** The FBA identifies functional relations between challenging behavior and environment through data gathered from the following sources: Interviews, file review, direct observation, and functional analysis. Behavior Analyst develops an in-depth report that summarizes findings, identifies objectives to be mastered, and makes recommendations for research-based ABA interventions designed to reduce at-risk behavior and increase appropriate adaptive skill repertoires. If treatment is recommended, Behavior Analyst develops a behavior intervention plan (BIP) that provides specific instructions on how to prevent and/or decrease at-risk behavior and increase preferred behavior.

**Ongoing ABA Services:** The focus of ABA treatment is to stabilize behavior and build appropriate response repertoires through direct and indirect intervention. Behavior Analyst and/or RBT works directly with client and provides ongoing training and support for family, teachers, & staff. Behavior Analyst assists with stimulus transfer, generalization, and maintenance skills, strengthens reliability and procedural integrity, participates in person-centered planning meetings and medical appointments as needed, and provides consultation for crisis situations. Treatment typically lasts anywhere from six to twelve months and since it is individualized, varies in intensity. Parental involvement in treatment is critical and will be gradually introduced into treatment in order to facilitate generalization of skills across people and settings.

**Special Presentations/Training:** Beacon also offers on-site group training in a number of ABA specialty areas including positive behavior supports, functional assessment, using ABA technology to address language deficits and autism.