



## **Job Description**

We continue to expand and serve individuals in the amazing state of Colorado and the Rocky Mountain Region and currently have several positions open for Registered Behavior Technicians (RBTs), Board Certified Behavior Analysts (BCBAs) and Behavior Therapists (BCaBAs) and others seeking experience and work in the field of Behavior Analysis!

Many areas in Colorado continue to be ranked as some of the best places to live in the U.S. and we have excellent opportunities for you to join our team. We are a locally owned and BCBA operated family business since 2005. We are a growing company expanding our services across Rocky Mountain states, across populations, and funding streams, with many advancement opportunities including leadership and director positions. All supervisory roles in our organization are BCBAs or BCBA-D's providing you a high level of ongoing support and supervision as you continue to develop and hone your behavior analytic repertoire.

We provide a wide variety of behavior analytic services across a wide range of individuals. We serve ages 20 months to 85 years old. We also provide training for schools, parents, support groups, direct care staff, curriculum development, and social skills classes. Opportunities are available for collaborative research and consultations with BCBAs and BCBA-Ds. Services are provided in a variety of community settings including homes, schools, vocational sites and day programs.

Applicants must demonstrate a strong work ethic, autonomous organization skills, excellent verbal/written communication skills and strong time management skills required. Applicants should have experience with functional analysis, ABA behavior reduction, skill acquisition assessments and programming. BCBAs with supervisory experience are strongly preferred. Applicants must be committed to an evidence-based, behavior analytic approach. Applicants should work well independently and collaborate with and interact well with others. For more information about our services please visit our website <http://www.bsotr.com>. Positions up and down the front range available, Cheyenne and Northwestern New Mexico.

## **Benefits:**

- Extremely Competitive Salary commensurate with experience level
- Relocation Assistance is available
- Simple Individual Retirement Account (IRA) with match
- Phone / laptop provision or reimbursement
- Continuing education reimbursement for conferences, etc. (up to \$2000 per year)
- 10% PTO accrual plus 2 weeks pto at hire (all PTO rolls over each year)



- Performance Pay Bonus system (for credentialed employees), and recognition bonus system for exemplary performance for everyone.
- Medical and Dental Insurance Options

### **Job Requirements**

- BCBA certification is required for the Lead Therapist position
- Experience supervising practitioners and staff in competent implementation of behavioral procedures is preferred.
- Familiarity with Word, Outlook, and Excel graphing is a must
- Demonstrate competency providing ABA services to varied populations is required (i.e., all ages and diagnoses)
- Valid driver's license, reliable transportation required
- Familiarity with ABA approach to verbal behavior required.
- Strong understanding of functional analysis and functional assessments required.
- Understanding of theoretical, philosophical, and basic research in behavior analysis preferred.
- Understanding of and interest in Behavior Analytic research is a plus.
- Formidable skills in developing and implementing behavior plans
- Experience with common ABA assessments, teaching methods, treatment procedures, and data collection systems required.
- Technical behavior analytic writing skills preferred
- Degree from an ABAI accredited program preferred.
- Applicants must pass a national and local background check.
- Physical capability to support aggressive clients may be required
- Bilingual applicants preferred

Job Type: Full-time

### **Application Questions**

You have requested that Indeed ask candidates the following questions:

- Do you have the following license or certification: BCBA?
- Are you willing to undergo a background check, in accordance with local law/regulations?

Email your Vitae to [applicants@bsotr.com](mailto:applicants@bsotr.com)

With a cover letter