

### **School-Based Board Certified Behavior Analyst (BCBA)**

**Full-Time| \$55,000-\$68,000/year| Paid Training| Comprehensive Benefits Package**

Do you love seeing students increase their pro-social skills while reducing aberrant behavior? Join our passionate and dedicated team at Crossroads Center for Children, where we offer top-quality services to children and families in a collaborative and dynamic environment!

Crossroads Center for Children is located in Schenectady/Rotterdam/Duanesburg, NY area, and offers several different programs for children ages two through ten. This position involves working collaboratively with special educators, speech & language pathologists, occupational therapists, a physical therapist, and teaching assistants in the delivery of quality ABA services in a school setting. The school serves around 90 special education students (2/3 preschool children and 1/3 school-aged children) as well as typically developing preschoolers who attend the integrated preschool program. As the behavior analyst, you are responsible for monitoring student's skill acquisition programs in collaboration with other providers. You are also in charge of creating and monitoring behavior intervention plans for students who require that level of intervention. Each behavior analyst is assigned particular classrooms to monitor (between 12-24 students).

This is a full-time position (37.5 hours a week) follows a school calendar, including a six-week summer program.

We are looking for someone to join our team who has strong organizational skills, effective in time-management skills, strong communication skills, experience working with individuals with developmental disabilities (ASD preferred), strong documentation skills, a willingness to learn and apply new skills, and is dependable.

#### **Job Responsibilities Include:**

- Student Observations including FBAs, Discrete Trial Instruction.
- Responding to student aggressive or self-injurious episodes using Safety-Care interventions.
- Documentation of crisis situations.
- Perform assessments of behavior and develop behavior plans.
- Train staff in the implementation of behavior plans and conduct regular fidelity checks.
- Monitor treatment plans by creating data collection for classroom staff to collect.
- Schedule interdisciplinary meetings to review progress.
- Work collaboratively with other service providers.
- Assist with staff and possible parent training.
- Provide staff feedback.
- Observe and evaluate staff performance.

- Tracking, collecting, summarizing, reviewing, and graph behavior and pro-social data.
- Student binder analysis including updating materials for goals and progress notes.
- Monthly reporting on student behavior, student skill acquisition, and staff skills.

**Benefits include, but are not limited to:**

- **Health and Wellness**
  - Dental Insurance
  - Health Insurance
  - Vision Insurance
  - Employee assistance program
- **Professional and Financial**
  - Opportunities for free CEUs
  - PAID initial training
  - Opportunities for continuing education
  - College or graduate school reimbursement
  - Professional development assistance
  - Reimbursement for related conferences
  - Retirement plan
  - Employee discount
  - Further development of key skills in mental health, child care, education, communication, and teamwork.
- **Work Life Balance**
  - Paid time off
  - Follows school year calendar (including a six-week summer program)

**Job Type:** Full-time - Monday - Friday 8:00 am - 3:30 pm

**Licenses & Experience**

- ⋈ Master Degree in Applied Behavior Analysis, Special Education, or Related Field
- ⋈ BCBA credential (candidates may also be finishing their final hours of fieldwork experience; onsite supervision would be provided)

**Pay: \$55,000.00 - \$68,000.00 per year**

**Join us at Crossroads Center for Children, where your career will be as rewarding as it is fun!**

**Doing What Works. Seizing Every Opportunity. Working Together.**

**For more information on who we are, what we do, and other career opportunities please visit: <https://crossroadcenter.org/>**

**Please don't hesitate to reach out to out the Director of Staff Development, Jared High at [JaredH@crossroadcenter.org](mailto:JaredH@crossroadcenter.org)**