



ACCLAIM AUTISM

We are looking for a Board Certified Behavior Analyst (LBS/BCBA) to join our amazing team of clinicians and administrators. This position is primarily for home & community settings in NE Philly. This is a W2 role with competitive compensation. You will have the opportunity for responsibilities such as conducting new hire training, if desired. Providing case and staff supervision is a key part of the role.

We are an organization that gives BCBAs the freedom to do what's right for clients, including select the most appropriate assessment(s), individualize all treatment plans, and recommend RBT staff that may or may not be a good clinical fit. Our operations team partners with BCBAs on RBT scheduling, client intake, and much more. There is room to grow for the right BCBAs.

What Makes Acclaim Autism Different?

- Locally owned company with a clinical co-founder (no outside investors)
- Create your own schedule
- Excellent supervision from experienced Senior Behavior Analysts, and an approachable Clinical Director
- Certified as a Great Place To Work
- Work from home when writing assessments, conducting indirect virtual supervision, meeting virtually with parents, and more (NOTE: this is not a remote position)
- Tuition reimbursement / annual CEU stipend for training, conferences, or other courses
- Conduct assessments including AIM, PEAK, VB-MAPP and AFLS, and apply outcomes to treatment
- Apply ABA research to stay at the forefront of the field
- Receive full benefits (Health, Dental, Vision, Retirement / 401k with company match, paid parental leave, paid time off, event discounts, and much more)
- A great support team of admins takes client intake, admin work, and RBT scheduling off your plate
- Great technology with a high-end device and a simple easy to use electronic health record (EHR) system - no paper!
- Strong culture of training and feedback
- Among other factors, clients are matched with supervisors based on proximity to where they live to minimize drive time

Duties

- Conduct assessments, create treatment plans, and supervise a caseload, with a minimum 25 billable hours per week
- Participate in company training
- Supervise & coach Behavior Technicians on clinical matters, and other job duties



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About Acclaim Autism

Acclaim Autism strives to provide high-quality, scientifically-driven ABA Therapy services to families and children impacted by Autism Spectrum Disorder (ASD). Specializing in comprehensive home-based ABA Therapy programs, we strive to be the provider of choice in Pennsylvania. We have a culture of giving and receiving feedback, with a heavy focus on training and development. We use the latest technology to simplify work, so we can all focus on helping families.

We help you develop the skills you need to be successful. Training, mentorship, and career progress are encouraged. We have a supportive and engaging environment with regular check-ins, meetups and opportunities.

Benefits

You are the most valuable resource within our organization. You make the biggest impact for the families we serve. We invest in you, your development, and give you opportunities to grow & move in the business. In addition:

- Project hours towards Project Management Professional (PMP) certification
- Paid time off
- Eligible for a bonus
- Tuition reimbursement / CEU & conference stipend
- Ongoing free training & development
- Retirement / 401k company matching
- Health, dental & vision benefits for full-time employees (waiting period applies)
- Employee assistance program (EAP).
- Paid parental leave.
- Life insurance
- Long & short-term disability insurance
- Commuter & daycare assistance
- Discounts on event tickets, national parks, movies, and more

Qualifications

- Active Behavior Specialist License (LBS) in PA
- Certified as a BCBA from the Behavior Analytic Certification Board (BACB)
- Master's degree in Applied Behavioral Analysis, Psychology, Social Work, Special Education or similar field
- Experience conducting assessments, supervising therapists, and implementing behavior support plans across settings

We are an equal opportunity employer. We do not discriminate against applications, including discrimination on the basis of race, color, religious creed, disability, ancestry, national origin, age, sex or other.



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Supervisor Key Performance Indicators (KPIs)

KPI (per region)	MINIMUM TARGET	STRETCH TARGET
Parent Satisfaction	4.0/5.0 (80%)	4.5/5.0 (90%)
Parent Engagement (survey responses)	3.0/5.0 (60%)	3/5.0 (60%)
Staff Satisfaction	4.0/5.0 (80%)	4.5/5.0 (90%)
Staff Engagement (survey responses)	3.0/5.0 (60%)	3/5.0 (60%)
Weekly Billable Hours	25+	28+
Supervised Billable Hours	250+	-
Authorization Utilization	90%	100%
Funder Assessment Audit Scores	70%+	90%+
Cross-Functional Satisfaction/Collaboration	All Deadlines Met	-
Compliance Issues Identified & Addressed	100%	-
Lead / Manage Projects	-	1+