



ACCLAIM AUTISM



Center Director

We have an exciting opportunity for an experienced BCBA to take on a center-based leadership role in one of our center locations. The successful candidate will be responsible for Clinical Operations at a center, as well as provide staff leadership to home & community-based staff in the area as needed. The successful candidate will lead a clinical team in the center and community, be familiar with state IBHS-ABA regulations, and have sound operational experience leading a team of clinicians.

About Acclaim Autism

We are a locally-owned, BCBA owned and operated company, passionate about improving the lives of children and families impacted by ASD. We focus on quality without answering to a corporate entity. The family and staff experience is of paramount importance to us, making us an employer of choice. We take education and employee development seriously, and remove most of the administrative work from clinician's plates.

Responsibilities & Duties

- Oversee clinical operations in the center, including clinical programming for ABA and Group services, staffing, scheduling, material development, intake and more; this involves close coordination with functional owners in other areas such as the Intake, Scheduling & Recruitment teams.
- Foster an environment of providing high quality and reliable care in the assigned region.
- Lead & motivate a team of Behavior Specialists, BCBAs, and/or Senior Behavior Analysts.
- Ensure staff are supervised in accordance with company procedures and intensive behavioral health services (IBHS) applied behavior analysis (ABA) regulations.
- Ensure staff who provide therapy have access to supervisory staff during the hours that services are provided, including occasional evenings and weekends.
- Provide between 8-15 billable hours of services to meet client needs and organizational goals.
- Foster & maintain relationships with referral and other partners such as schools.
- Assist with recruiting new clinicians, and directly manage their on-boarding.
- Conduct some training as needed, which can include occasional evenings and weekends (time off in lieu will be provided).
- Partner with the Training Manager to support curriculum development and delivery for BACB supervision, as well as other needs.
- Attend funder meetings and maintain positive relationships with funders.
- Manage staff to achieve quality, engagement and other targets.



- Ensure all staff and clients under supervision are compliant with company policies and procedures, including staff ratios for group services and non-billable policies.
- Apply the latest research to ensure ABA is provided in a productive & innovative manner.
- Prepare and facilitate on the job staff training/program modeling and mentorship.
- Ensure care is coordinated with other service providers on treatment plans.
- Balance clinical caseloads.
- Ensure any billable work that's done by clinical staff is billed appropriately and within company procedures.
- Conduct assessments independently or along with clinicians as needed.
- Lead new projects which may require cross-functional collaboration.
- Ensure compliance of the center, including HIPAA, fire drills, and materials.
- Manage partnership(s) with one or more local Colleges/Universities and an internship program. That will include conducting onboarding training specific to the students' role, overseeing their fieldwork experience requirements, ongoing coaching and performance feedback, and completing evaluations for each student at the end of the semester.
- Manage/lead projects which may involve direct billable hours, such as:
 - Group parent training.
 - Clinical consultation to families coming through our intake process.

Requirements

- Current BCBA or BCBA-D certification for at least five years.
- Licensed in PA as one of the following:
 - Behavior Specialist .
 - Physician practicing psychiatry.
 - Psychologist.
 - Professional counselor.
 - Marriage and family therapist.
 - Certified registered nurse practitioner with a mental health certification.
 - Clinical social worker or social worker.
- Experience managing licensed clinicians.
- Demonstrated ability to develop clinicians, build relationships with external stakeholders, and effectively lead groups of people.
- Ability & willingness to train staff as needed.
- Exceptional written and verbal communication skills.
- Ability & willingness to provide supervision for therapists working toward their 1,500/2,000 hours for BCBA certification.
- Experience with children & teens in home, school & community settings.
- Reliable, punctual and organized.





- Open availability for scheduling.
- Strong work ethic.
- No sanctions of disciplinary actions taken against one's license/certification.
- No Medicaid/Medicare sanctions or be excluded from federally funded programs
- Must pass all clearances, including PA child abuse clearance, FBI fingerprinting, PA criminal record check, Federal criminal record check, County criminal record check, Sex Offender, PA driver's license check.

What Makes Acclaim Autism Different?

- BCBA owned and operated company with no outside investors
- Strong values, with the families we serve at the center of what we do.
- Wonderful team of passionate colleagues.
- Permanent employees receive tuition reimbursement and annual CEU stipend for training, conferences, or other courses, as well as a full suite of benefits.
- Strong culture of training and feedback.

Benefits

You are the most valuable resource within our organization. You make the biggest impact for the families we service. We invest in you, your development, and give you opportunities to move in the field.

Benefits include:

- Create your own schedule.
- Paid time off.
- Quarterly bonus.
- Company laptop.
- Tuition reimbursement / CEU & conference stipend.
- Ongoing free training & development.
- Retirement / 401k company matching.
- Health, dental & vision benefits for full-time employees .
- Employee assistance program (EAP).
- Paid parental leave.
- Commuter & daycare benefits.
- Life & disability insurance.
- Discounts on event tickets, national parks, movies, and more.

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



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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%)	4/5.0 (80%)
Referral Partner Satisfaction	4.0/5.0 (80%)	4.5/5.0 (90%)
Referral Partner Engagement (survey)	3.0/5.0 (60%)	3/5.0 (60%)
Employee Turnover (will be re-adjusted)	<=12.5% per quarter	<=12.5% per quarter
Weekly Billable Hours per Clinician	25+	28+
Authorization Utilization	>=90%	100%
Funder Assessment Audit Scores	70%	90%
Case Cancellation Rate	<=12%	<=10%
New Clinicians Onboarded With: <ul style="list-style-type: none"> • Training completed within 2 weeks • 25+ Billable reached within 4 weeks • Satisfaction score ____ 	4.0/5.0 (80%)	4.5/5.0 (90%)
Cross-Functional Satisfaction/Collaboration	All Deadlines Met	-
Compliance Issues Identified & Addressed	100%	-
Quarterly Objectives & Goals Achieved	Yes	-
Lead / Manage Projects	1+	2+
Non-billable BT/RBT staff time __ of hours worked excluding state-required training, holidays & Paid Time Off (PTO).	<=4%	-