

# California State University, Fresno Foundation

## Board Certified Behavior Analyst (BCBA) – Applied Behavior Analysis Services

### JOB ANNOUNCEMENT #23-521

<b>POSITION SUMMARY:</b>	<p><b>Part time, non-benefited position with the California State University, Fresno Foundation.</b> Applied Behavior Analysis (ABA) Services at Fresno State is a leading provider of a wide range of behavior analytic services for children and adults with developmental and intellectual disabilities (including autism spectrum disorder) in the San Joaquin Valley. The faculty in the Applied Behavior Analysis (ABA) Program in the Department of Psychology at California State University, Fresno developed Applied Behavior Analysis Services at Fresno State in 2009. The services are based on the campus of California State University, Fresno and provide service at our on-campus site and throughout the local community. Services include the assessment and treatment of behavioral excesses, acquisition of a variety of communication and independent life skills, the assessment of social skills, small group social skills training, caregiver contingency management training, and facility consultation and staff training. The behavior analyst will work closely with the faculty in the ABA program, Clinical Director (Dr. Marianne Jackson), and Operations Director (Mr. Jp Moschella).</p> <p>The mission of Applied Behavior Analysis Services @ Fresno State is to:</p> <ul style="list-style-type: none"> <li>• Provide high quality behavioral services for clients</li> <li>• Conduct high quality ABA research</li> <li>• Provide high quality training and professional development opportunities for the students and staff</li> </ul>
<b>MAJOR DUTIES:</b>	<p>In collaboration with the Clinical Director of Applied Behavior Analysis Services, the Behavior Analyst is responsible for the following:</p> <p><b>Program Development</b></p> <ul style="list-style-type: none"> <li>• Conducting functional behavioral assessments.</li> <li>• Designing and overseeing the implementation of behavioral interventions to address behavioral excesses.</li> <li>• Conducting assessments of social skills, community skills, and daily living skills for the purposes of program development</li> <li>• Developing skills acquisition programs that address the needs of the clients</li> <li>• Collaborating with intervention teams to review and monitor client progress</li> <li>• Providing parent, staff, or caregiver training and consultation</li> </ul> <p><b>Management of the Client Program</b></p> <ul style="list-style-type: none"> <li>• Regularly meeting with the intervention team to monitor client progress and make adjustments to programs, as needed</li> <li>• Directly supervising the implementation of assessments and interventions</li> <li>• Providing high-quality feedback and mentoring to the staff and students on the intervention teams</li> <li>• Maintaining a caseload with a high percentage of billable hours</li> </ul> <p><b>Client Reporting and Authorization Compliance</b></p> <ul style="list-style-type: none"> <li>• Reporting client progress to various funding sources on a schedule outlined by the funding source</li> <li>• Overseeing the scheduling of client hours as authorized by our various funding sources.</li> </ul> <p><b>Staff Development</b></p> <ul style="list-style-type: none"> <li>• Assisting the Clinical Director in providing staff training in behavior analysis, assessment and intervention, clinical decision-making, and how to conduct clinically relevant research</li> <li>• Monitoring and supervising staff around the task list, as outlined by the Behavior Analyst Certification Board (BACB)<sup>®</sup>, including direct supervision of students in university-based practicum, under the direction of the practicum instructor and ABA program coordinator and in accordance with all BACB<sup>®</sup> guidelines and recommendations.</li> </ul> <p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>• Working with the Clinical Director to develop a plan for his/her professional development activities in the areas of behavioral assessment and treatment, staff and caregiver training, skill acquisition, conducting clinically relevant research, and other topics</li> </ul>

	<ul style="list-style-type: none"> <li>Professional development activities may include but are not limited to attending professional conferences, presenting research at conferences, holding reading groups and workshops with staff and students, developing and implementing staff training, conducting clinically relevant research, disseminating research results through publication in peer-reviewed journals</li> </ul>
<b>QUALIFICATIONS &amp; EXPERIENCE:</b>	<p><i>To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</i></p> <p><b>Required Qualifications:</b></p> <ul style="list-style-type: none"> <li>Master’s Degree in Applied Behavior Analysis or a related field</li> <li>Board Certified Behavior Analyst certificate (applicants may be reviewed if applicant has completed the exam) and in good standing with the Behavior Analysis Certification Board (BACB)®</li> <li>Minimum of two (2) years of clinical experience providing behavioral intervention for children and/or adults with intellectual or developmental disabilities</li> <li>Demonstrated ability to conduct functional assessments of a variety of behavioral excesses.</li> <li>Familiarity and experience with recent research and practice in functional analysis procedures.</li> <li>Demonstrated ability to conduct assessments of a variety of skills and develop high---quality and effective intervention programs</li> <li>Demonstrated ability to communicate effectively to a variety of audiences (e.g., parents, teachers, other professionals)</li> <li>Demonstrated ability to establish professional relationships with persons of various social, cultural, economic, and educational backgrounds</li> <li>Demonstrated strength in interpersonal skills while working as a member of a team</li> <li>Proficient in the understanding of Health Insurance Portability and Accounting Act (HIPAA)</li> <li>Experience with scheduling and reporting</li> <li>Reliable means of transportation, valid driver’s license, and proof of automobile insurance</li> <li>Negative TB test within the past year</li> <li>Pass a LiveScan background check</li> <li>Current vaccination status for seasonal flu and COVID-19</li> </ul> <p><b>Preferred Qualifications:</b></p> <ul style="list-style-type: none"> <li>More than two (2) years of supervisory experience, training staff through the BCBA or BCaBA task list</li> <li>Proficiency with designing and conducting research</li> <li>Experience using a client scheduling and billing database (Ex. WebABA)</li> <li>Fluent in speaking in Spanish and English</li> </ul>
<b>COMPENSATION:</b>	<b>We offer a competitive rate based on experience and qualifications.</b> This position is non-benefited.
<b>DEADLINE:</b>	<b>Application review begins immediately. Open until filled.</b>
<b>TO APPLY:</b>	<p><b>Please visit the Auxiliary Human Resources page at <a href="https://auxiliary.fresnostate.edu/association/hr/employment-opportunities.html">https://auxiliary.fresnostate.edu/association/hr/employment-opportunities.html</a> for job announcement and application. Please submit application, resume, and cover letter to:</b></p> <p>California State University, Fresno Auxiliary Human Resources  2771 E. Shaw Avenue  Fresno, CA 93710 Fax: (559) 278-0988</p> <p><b>Application &amp; resume may be e-mailed to: <a href="mailto:HRAUX@LISTSERV.csufresno.edu">HRAUX@LISTSERV.csufresno.edu</a></b></p>

**RESUMES WILL NOT BE ACCEPTED WITHOUT A COMPLETED APPLICATION**

California State University, Fresno is a smoke free campus. For more information, please click <http://fresnostate.edu/adminserv/smokefree/index.html>  
Employment for this position is by the California State University, Fresno Foundation. This is not a State of California position.

**AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY/ADA EMPLOYER**

California State University, Fresno Auxiliary Services is proud to be part of the Fresno State community. As part of the campus community, Auxiliary Services follows the CSU policy that requires all faculty, staff and students who are accessing campus facilities at any university location to be immunized (fully vaccinated) against the virus that causes COVID-19. The policy does allow for medical or religious exemption from the immunization requirement. Auxiliary Services requires all of its employees to be fully vaccinated against COVID-19 or present a medical or religious exemption and any appropriate backup documentation. Fully vaccinated is defined as having received the dose at least 14 days prior to being on boarded, if selected. Current and new employees are required to adhere to this policy by September 30, 2021 and remain in adherence after that date.