

Location: Drexel Hill, PA

Special Friends is seeking a talented and creative Board Certified Behavior Analyst, eager to meet the dynamic needs of adult clients while designing integrative home and community programming for post 21 life!

Employer details

Special Friends Foundation is a non profit organization chartered to assist those with special needs and their families. We are a growing agency in Pennsylvania. Special Friends Home was established in 2017. Special Friends Community Participation is a new initiative for 2018. The Mission of Special Friends Home is to support adult Pennsylvanians with developmental disabilities to achieve greater independence and enhanced quality of life. We seek to align our interests with our clients, and continually invest in resources to achieve the most positive outcomes. Special Friends Community Participation will extend the mission to client interaction in the community.

Special Friends Foundation has specific goals:

1. To provide a home environment of the highest quality in emotional and physical support.
2. That we will meet the holistic needs of each client we serve to the best of our ability.
3. That the home environment will be one of encouragement for our clients and staff.
4. That all familiar with the home will be able to pursue their goals and happiness.
5. To inspire confidence in the families of our clients with special needs that they have found the best living environment for their loved one.
6. To provide healthy and balanced programming for our clients that includes physical activity, community integration and volunteerism.

Special Friends will hire a Board Certified Behavior Analyst whose goals align with ours and is looking to implement their vision for the highest quality care and treatment of special needs adults. This is a ground floor opportunity with a well capitalized, licensed agency working closely with the founders. Initial responsibilities will include behavior assessments of up to 8 clients, the design and management of community participation and weekend programs that will integrate healthy social activities with behavior support to meet their needs, and the creation/institution of a supervision program to provide the opportunity for staff to pursue desired certifications.

Responsibilities

This position will:

- ♣ Assess, develop, plan and manage a community participation program for up to 4 intellectually and/or developmentally disabled adults.
- ♣ Successfully access social experiences for clients within their environment.
- ♣ Implement functional behavioral assessments and behavior intervention plans to promote successful community interactions with up to 4 clients of the community participation program and 4 clients of the residential habilitation program.
- ♣ Select and utilize objective skill assessments to determine goals and objectives designed to improve appropriate social, life, and communication skills across home and community settings.
- ♣ Develop weekend programming to include routine community outings, engagement in leisure and social activities, utilizing an ABA based program.
- ♣ Collaboratively consult with parents, staff, team members, and community members in development of goal setting, treatment plans, and program curriculum.

- ♣ Incorporate supervision standards and experience opportunities within client programming in order to provide the necessary BACB supervision for staff going toward BCaBA or BCBA certification.
- ♣ Mentor and instruct Special Friends staff in defined behavior strategies for clients.

Minimum Requirements:

- ♣ Certification as a Board Certified Behavior Analyst
- ♣ Service delivery experience utilizing ABA with adults with special needs, including writing, developing, and supervising intensive behavior intervention plans.
- ♣ Preference for 3-5 years of management and/or supervision experience of clinicians or direct care staff
- ♣ Staff training experience utilizing dynamic principles of applied behavior analysis and the Behavior Analyst Certification Board Task List, including natural environment training, discrete trial training, and functional communication training
- ♣ Consultation skills and collaborative communication with families, teachers, and staff
- ♣ Program development experience utilizing skill assessments and ABA principles to develop individualized and group curriculum programming, such as social skills instruction, life skills routines, and community outings
- ♣ Experience in utilizing de-escalation and/or physical crisis response techniques. (Certified in CPI or Safety Care for example)

Compensation and Benefits:

1. Salary and incentive compensation of \$80,000.
2. Opportunity for growth with development of the organization.
3. The creative flexibility to design and implement your vision to positively impact intellectually and developmentally disabled adults.
4. The opportunity to establish best practice platforms across several elements within the program.
5. Reimbursement for conferences, workshops and continuing education credits as per mutual agreement.
6. Company laptop
7. Cell phone reimbursement