

## Board Certified Behavior Analyst (BCBA) – Developmental Services

Developmental Services (DS) is comprised of three regional centers in Nevada who serve over 7800 individuals with intellectual or developmental disabilities (IDD). Desert Regional Center (DRC) serves over 5400 people in urban Clark County, including the Las Vegas metro area. Sierra Regional Center (SRC) serves over 1500 people in Washoe County, including Reno and Sparks. Rural Regional Center (RRC) serves over 800 people throughout the rest of Nevada through eight (8) offices with headquarters in Carson City. All regional centers operate Community Services programs including community-based Residential Support, Jobs and Day Training, and Family Support services. DRC is the only regional center that also operates an Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF/IID) facility, which is a licensed 48-bed institutional 24-hour facility.

Developmental Services is seeking to contract with Board Certified Behavior Analysts (BCBAs) to assist staff, contract providers, and families in supporting individuals with IDD exhibiting behavioral concerns and needs.

### Minimum Qualifications:

- Master's degree in behavioral analysis, education, or psychology.
- Certification as a Board Certified Behavior Analyst (BCBA) as issued by the Board Analyst Certification Board.
- Current licensure, or eligible for licensure, as a BCBA through the Nevada Applied Behavior Analysis (ABA) Board.
- 24 months or more experience in the practice of behavioral analysis.

### Type of Work:

- Assist the support team in addressing behaviors that are challenging and create barriers to person centered plan.
- Analyze and interpret behavioral assessment and treatment data to determine the relative effectiveness of procedures being applied.
- Complete functional behavior assessments.
- Initially develop, determine needed changes to, and update behavioral support plans.
- Develop other habilitation/action plans to address behavioral barriers to services.
- Provide specialized behavioral consultation and guidance to regional center staff and contracted providers.
- Develop behavioral treatment strategies for children/adults with complex needs as part of interdisciplinary teams.
- Consult on referrals for the IDD community to include the dually diagnosed (IDD and mental illness) population, where individuals may transition from hospital placement, incarceration, or an unstable community environment.
- Conduct trainings and/or collaborate on trainings for staff, family members, caregivers, and providers on supportive behavioral approaches.
- Participate in Behavior Intervention Committee (BIC) meetings to provide review of behavioral support plans written by contract providers.
- Attend applicable meetings and complete other duties as assigned.

#### Required Knowledge, Skills, and Abilities:

- Ability to work from a person-centered perspective and deliver behavioral services consistent with positive behavior supports within a developmental services system.
- Knowledge of behavior analysis principles and ability to maintain current, evidenced based field literature regarding behavior analysis.
- Knowledge of professional and ethical guidelines, federal and state laws, and departmental rules governing the practice of behavioral services.
- Knowledge of behavior assessment instruments and measurement principles.
- Knowledge of medication use in the field of intellectual/developmental disabilities and approaches to support evaluation of efficacy.
- Ability to provide behavioral services as part of comprehensive supports incorporating clinical recommendations, trauma informed practices, and bio-psycho-social models.
- Ability to plan and design individual behavior support programs for assigned individuals.
- Ability to work cooperatively and effectively with staff members, individuals receiving services, and their families.
- Ability to ensure that program delivery staff learn and understand the purpose and methods of implementing individual program plans where applicable.
- Ability to develop valid reliable measures of observing and tracking individuals needs and progress.
- Ability to assess effectiveness of treatment program and make corrections to effect desired results.
- Ability to consult and collaborate with various stakeholder groups, committees, and interdisciplinary groups for the purpose of supporting and expanding service capacity.
- Ability to prioritize, multi-task, and manage workload to meet specific timeframes and deadlines.
- Ability to effectively communicate verbally and in writing.