

# We want you!

Talented, passionate Board Certified Behavior Analysts (BCBA).



Receive a \$1000 sign-on bonus!



Apply now and grow your career at the first 3-year accredited Behavioral Health Center of Excellence® in North Texas!

Here's your chance to be a part of something special, where your expertise can shine and your dreams are within reach. When you join The Behavior Exchange family, you really are one of the family! Twenty years ago, our founder & CEO, Tammy Cline-Soza (MS, BCBA) and her family had their own dream of making quality ABA therapy available to more families. Today, our mission to bring hope and meaningful change to kids with autism and their families is still going strong. We're an evidence-based and client-focused ABA therapy provider with custom-built, bright, and colorful centers (called "hives") that promote exploration, fun, and growth. With your help, we can continue to raise the bar and serve more families who want a brighter future through expert, fun, and highly accredited autism care.

## THE GOODS! Check out our company's Perks & Benefits Package

### Holidays

- 15 days paid Personal Time Off
- PLUS, 9 paid company holidays

### Health Benefits

- Employee Assistance Program
- Telehealth
- Medical, Dental, Vision, Disability, and Life Insurance

### Investing in Your Future

- Paid training (CPR/BLS, CPI, and more)
- 401K & Profit Sharing
- Tuition reimbursement and discounts from world-renowned universities
- Annual CEU allowance and free in-house CEU opportunities
- Professional development lunch-and-learns

- Supervision/Trainee Program for those who want to become a Board Certified Behavior Analyst (BCBA) or Board Certified Assistant Behavior Analyst (BCaBA)
- Certification Reimbursements (RBT, BCaBA, BCBA)
- Monthly center-specific training initiatives

**Dedicated Intake Department to provide support with administrative resources** which allows you to stay clinically focused and exercise your clinical expertise.

### Bonus Incentives

- Employee Referral Bonus Opportunities
- Social Skills Group Bonuses

**Bee Socials** (after-work get-togethers and other team-building events)

**TBEcares Program** for recognition, engagement, celebration, appreciation, and rejuvenation of our team

**BCBA team-building and social events** during business hours to foster a positive team-oriented culture that recognizes each individual's contributions!



EXPERTS IN ABA THERAPY & AUTISM CARE™



The Behavior Exchange®  
*What could be, can be.®*



Proud to be a Behavioral Health Center of Excellence®

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North Texas | Colorado



Family Owned & Operated



Member Since 2020



ACE Provider



Member Since 2020



Education Partner

## What will your days look and feel like at TBE?

- Administer initial and recurring assessments for clients
- Create individualized treatment plans for each child on your caseload
- Provide supervision, training, and mentorship to behavior therapists, RBTs, Behavior Analysts in supervision, and BCaBAs
- Provide parent training and consultation to families in line with TBE's mission and values
- Utilize your personal dashboard of KPIs (Key Performance Indicators) to make effective data-based decisions for your caseload, your team, and the center
- Provide leadership to our dedicated clinical teams to foster a fun and therapeutic environment
- Collaborate with leadership and across departments to ensure smooth operations of the center and the highest quality of services
- Develop clinical recommendations, graduation/ transition plans, and engage in interdisciplinary collaboration to foster a treatment team approach in the best interest of each child and their family

## Preferred Education and Experience

- Master's degree in ABA or related field
- Experience in a behavioral or mental health setting
- Previous supervisory experience
- Prior teaching or school consulting experience
- Completed additional training and continuing education required to provide supervision to RBTs
- Experience in medical/behavioral/mental health/therapy related organization
- Informing others, developing standards, promoting process improvement, inventory control, reporting skills
- Team oriented

## Additional Eligibility Requirements

- BCBA certification
- CPR or BLS certification — online not accepted (within 90 days from hire)
- Able to maintain high level of confidentiality
- Verbal and written communication skills necessary to explain complex and/or confidential information
- Communicates in a professional manner
- Analytical skills
- Can work independently and in a team environment

## TBE growth path:

Learning and growth never stop at TBE! Whether it's taking it to the next level in the clinical department, training & development, and/or data analytics.

**Tier 1:** BCBA/ BCBA-D

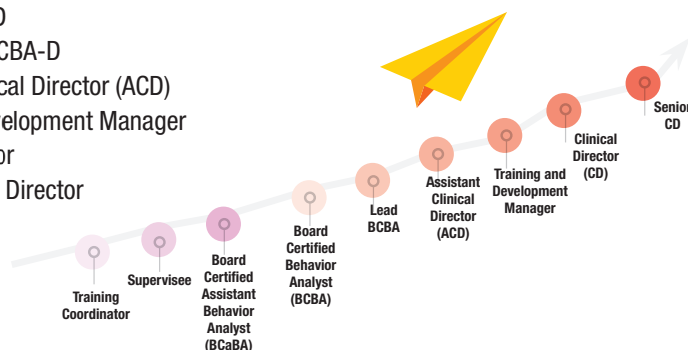
**Tier 2:** Lead BCBA/ BCBA-D

**Tier 3:** Assistant Clinical Director (ACD)

**Tier 4:** Training & Development Manager

**Tier 5:** Clinical Director

**Tier 6:** Senior Clinical Director



# Here, what could be, really, CAN be!

Apply now and be part of a team of **Experts in ABA therapy & Autism Care**. Join a team fully dedicated to sweetening the lives of children with autism, their families, and those working side by side.

**Positions available in our thriving hives in North Texas: Plano, Frisco, or Prosper!**



## APPLY TODAY!

[hralliance.net/Apply/?55062](https://hralliance.net/Apply/?55062)

We're proud to offer families fun, caring, and expert ABA therapy as a **Behavioral Health Center of Excellence®** with the highest (3-yr) accreditation possible.



The **Behavior**Exchange® | *What could be, can be.*®



Proud to be a Behavioral Health Center of Excellence®