



Board Certified Behavior Analyst

At Children's Health Council (CHC), we've been helping children and families for 60 years. Our Center, two schools and a Community Clinic, serve families in the Silicon Valley as well as the greater San Francisco Bay Area. Our areas of expertise include learning differences, anxiety and depression, ADHD and Autism. We also provide excellent parent education services and parent consultations.

At CHC, we uncover a world of promise and potential in every child. Using a personalized approach, we help your children become happier, more resilient and more successful. Our employees are encouraged to bring their ideas, experiences and perspectives, gleaned from their varied backgrounds, to the workplace. We strive to create an environment in which all employees can contribute to their fullest potential to make an impact in the lives of the children we help.

Job Summary

We will rely on your discipline and expertise to conduct intake assessments with parents, children and adolescents, developing appropriate behavioral plans based on best practices and working collaboratively to assist families in implementing behavioral plans. You will work collaboratively with parents, teachers and other specialists to assist in the development, implementation and evaluation of effective behavioral plans. You will also provide educational workshops at CHC and within the community on topics of expertise.

Responsibilities

- Develop, implement, and monitor behavior management systems in a clinical, classroom and/or home setting.
- Identify antecedent conditions that contribute to or sustain desired/undesired behavior and useful antecedent management interventions
- Create observable and measurable behavioral goals and objectives
- Execute general behavioral support strategies for the home and classroom
- Individual and/or group social skills trainings (e.g. pro-social communication, anger management, conflict resolution, etc.)
- Assess the need and create behavior support plans (BSPs) as necessary
- When applicable, implement BSPs and train parents and staff on the execution of BSPs
- Teach and reinforce positive behavior choices
- Communicate regularly with parents, teachers and specialists
- Prepare and present a summary of behavior progress and graphing for assigned caseload to parents, at IEP meetings, etc. Develop new and/or monitor existing Behavioral goals and objectives for assigned caseload
- Provide prudent and appropriate responses to behavioral crises
- Coordinate clinical care with other disciplines including SLP, OT, Education and psychiatry
- Conduct in-service training and seminars at CHC or within the community, including continuing education and parent education, as requested



Children's Health Council

- Adhere to all mental health legal and ethical mandates and guidelines in the execution of duties, including timely completion of charting, billing, report preparation and ethical/confidentiality issues as outlined by the American Psychological Association
- Participate in IEP conferences and other school meetings to assist school personnel in understanding client issues and rationale for implementation of recommendations when clinically valid
- Meet productivity expectations as assigned by the Division Director
- Perform at full productivity at the completion of the 3rd month of hire

Qualifications:

- Master's degree in Human Service field (LCSW, LMFT, MEd, etc.), with valid California license preferred
- BCBA Certification required
- At least 2 years of post-graduate direct, behavioral management service experience
- Knowledge and experience pertaining to behavior management systems
- Ability to respond fully to quickly escalating behavioral situations that involve children on mainstream school sites
- Maintenance of valid California license with documentation of continuing education credits submitted to the California Board with copy provided to Division Director
- Adherence to all professional, ethical, legal and confidentiality issues outlined by the California Board of Medical Examiners, The American Psychological Association and State and Federal laws (e.g., HIPAA)
- Knowledge and understanding of CHC's 4 areas of expertise: ADHD, LD, Anxiety & Depression and Autism Spectrum Disorders
- Knowledge and experience in behavioral interventions across age groups: young child through teenage years
- Knowledgeable in Special Education Laws and Applied Behavioral Analysis theories
- Excellent time management and material organizational skills
- Ability to work in team-oriented environment
- Excellent interpersonal and written communication skills with both client and colleagues
- Flexibility to respond to changing circumstances and priorities within the agency
- Knowledge and use of computers and an Electronic Health Record (EHR) is essential
- Bilingual in Spanish a plus

Benefits:

We value our employees' time and efforts. Our commitment to your success is enhanced by our competitive compensation and an extensive benefits package including paid time off, medical, dental and vision benefits and future growth opportunities within the company. Plus, we work to maintain the best possible environment for our employees, where people can learn and grow with the company. We strive to provide a collaborative, creative environment where each person feels encouraged to contribute to our processes, decisions, planning and culture.

To apply, please email your cover letter and resume/CV to jobs@chconline.org in Microsoft Word or PDF format. Please reference "Behavior Analyst" in the subject line.

www.chconline.org

650.326.5530

650 Clark Way • Palo Alto, CA 94304



Children's Health Council

Children's Health Council (CHC) supports workforce diversity. We are an Equal Opportunity Employer and believe in treating each employee and applicant for employment fairly and with dignity. We will provide employment opportunities without regard to race, religion, color, creed, national origin, gender, orientation, age, disability, medical condition, marital status, veterans' status or any other classification protected by employment discrimination laws. When necessary, CHC also makes reasonable accommodations for employees with disabilities in accordance with individual needs, business realities and applicable laws.