



The Lincoln Center for Family and Youth
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JOB DESCRIPTION: BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)

Title: Board Certified Behavior Analyst (BCBA)

FLSA: Non-exempt

Reports To: TLC's Chief Clinical Officer

Organization Summary: The Lincoln Center for Family and Youth ("TLC") is a social enterprise company serving the Greater Philadelphia Area for over 50 years. Founded in 1970 and incorporated in 1983, TLC is an entrepreneurial nonprofit providing innovative education, coaching, and counseling services to public school students and their families. For more information, please visit <https://TheLincolnCenter.com>

Position Summary: The Board Certified Behavior Analyst (BCBA) will work with elementary, middle, and/or high school students at a Philadelphia-based charter school to (a) study the behavior of students and create plans to improve or change problematic behaviors; (b) work with students who have developmental disabilities, brain injuries or emotional control, social or behavioral issues; and/or (c) help students manage issues such as stress or anger in healthier ways or achieve personal behavior goals.

Duties & Responsibilities

- Meet with students and parents to observe and assess student behavior
- Meet with families, teachers or doctors to discuss the student's treatment and progress and recommend ways to address behavioral issues
- Develop individual plans to correct, maintain or improve certain behaviors
- Help clients set and meet behavior goals
- Keep detailed notes of student meetings and progress
- Use methods such as reinforcement and conditioning to correct or reduce aggressive, harmful and anti-social behaviors and to encourage positive behaviors
- Facilitate and assist in the development and identification of resources and support information for students and their families
- Provide model teaching and other direct instructional supports including but not limited to practicum
- Develop and implement assessment tools; conduct functional assessments and analyses
- Develop appropriate behavior strategies to teach appropriate behavior and reduce maladaptive behaviors
- Conduct research and applying findings to their work

Skills & Knowledge:

- Successful completion of internship and/or formal training in behavior analysis
- Applied behavior management and analysis skills
- Communication, organizational and interpersonal relations skills

- Ability to work with a variety of clients in regard to age, functionality, and with minimal direction

Education & Experience:

- Education: Master's degree required
- Certification: Board Certified Behavior Analyst (BCBA)[®] Certification in Pennsylvania required

Other Duties:

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Work Environment:

Home, school, community, and office settings

Work Hours:

This is a full-time, 40 hours per week, 43-week position

Travel:

Travel to the designated school, various homes, and community settings within the school community

EEO Statement:

TLC is committed to a policy of Equal Employment Opportunity and does not discriminate on any legally recognized basis, including, but not limited to, race, age, color, religion, sex, marital status, national origin, citizenship, ancestry, physical or mental disability, veteran status, or any other basis recognized by federal, state or local law.