

Behavioral Specialist Research Associate

Transforming ideas into outcomes.

At APPRECOTS, we envision a future where organizations of all sizes and industries prioritize inclusive and equitable environments, where individual members interact with enthusiasm and empathy, and programs are powered by robust data and evidence. We are seeking to hire a full-time, experienced Behavioral Specialist Research Associate to model this vision.

Position Overview

APPRECOTS is seeking an experienced Behavioral Specialist Research Associate to use scientific methods to evaluate and support behavioral intervention and skill development programming. Primary tasks will include conducting fidelity reviews, reporting findings and recommendations, and advising development of ABA quality protocols for programs serving children and youth with autism.

The ideal candidate will have a history of high achievement in both academic and employment settings and will possess natural curiosity, optimism, and a creative mind. The position may occasionally require conducting field work including in-person client meetings and on-site training, review, or data collection.

Job Description

- Review ABA plans and notes regarding quality and fidelity criteria, such as:
 - assessments are relevant, comprehensive, and timely;
 - goals are related to assessments, person-centered, and socially relevant;
 - plans are designed to increase independence and community inclusiveness and decrease adverse events and consequences;
 - data collection is targeted, objective, and sufficient;
 - changes of targets compared to baseline determines introduction of new targets and changes to the plan;
 - services are designed to support participation in age-typical community-based environments and activities (e.g., attending school, riding a bus, visiting a grocery store, etc.);
 - least-restrictive and least-intrusive efficacious methods are utilized or have been validly demonstrated to be ineffective;
 - intrusive or restrictive measures are implemented in accordance to policies;
 - increase in skills and decrease in problem behaviors is predicted;
 - all behavioral procedures are evidence-based and implemented with fidelity;
 - plan is implemented with reliability;
 - all involved staff can identify the connection between every program activity and the goal the activity is designed to support;
 - progress is reviewed regularly;
 - multidisciplinary communication is evident regarding shared understanding of needs, strengths, and environmental contexts as well as reaching and maintaining a consensus for goals and progress;

- generalization and sustainability to home, school, and other natural environments is addressed;
- parents/family members are trained to support skill development and reduction of problem behaviors within the home; and
- outcomes are measured according to schedule.
- Evaluate quality of Functional Behavior Assessments (FBA) for chronic behaviors of concern.
- Report results with clear written and verbal communication that bridges across administrative, technical, and service perspectives.
- Facilitate the creation of processes for effective aggregate data collection and management.
- Conduct data analysis and contextually interpret results to identify needs and strengths of the client's provider network.
- Conduct literature reviews to identify best-practice protocols relevant to addressing needs.
- Collaboratively design ABA quality service protocols.
- Deliver training and consultation services to assist clients in acquiring the knowledge and skills necessary to enhance professional abilities for providing quality services.

General Duties

- Maintain HIPAA data handling standards.
- Maintain knowledge of current best practices of field.
- Draw from topic expertise to contribute to creative brainstorming.
- Develop and sustain relationships with clients and external partners.
- Represent APPRECOTS at external functions, embodying and promoting our foundational values of collaboration, equity, excellence, innovation, integrity, and leadership.
- Promote the recovery model of treatment including trauma-informed care, hope, respect, empowerment, health/wellness, and spirituality/connectedness.

Minimum Qualifications

- Board Certified Behavior Analyst (BCBA).
- Master's degree or above in a relevant field (e.g., applied behavior analysis, psychology).
- Minimum of four (4) years of demonstrated high-impact experience in a human service or support setting.
- Minimum of two (2) years of experience in ABA service setting.
- Pass a background check relevant to permissions for viewing personal health information (PHI).
- Superior written and verbal communication skills.
- Skilled in handling complex data and adept at conveying insights.
- Proficient with Microsoft Office tools, especially Word, Excel, and PowerPoint.
- Competency with reviewing and assimilating technical writings such as policies, grants, and fidelity reviews.
- Ability to plan timelines and meet deadlines with high-quality outputs.
- Effective and supportive collaborator on shared or interdependent tasks.
- Strategic and creative thinker that can quickly understand and analyze complex challenges.
- Self-awareness to recognize, proactively seek out, and communicate need for skill development and goals for personal growth.

About APPRECOTS

Applied Research Consultants (APPRECOTS) is grounded in understanding diverse service systems, valid and reliable evaluation methods, and current behavioral and social science research. APPRECOTS works with a wide range of client organizations in the public and private sectors, representing mental health, education, physical health, criminal justice, and other human service areas.

We work closely with our clients to fully understand their needs and deliver unique insights using quantitative and qualitative methods. Effective program development, improvement, and support depends on recognizing multiple perspectives and clearly communicating - hallmarks of our work.

Our Commitment to Diversity and Inclusion

We, at APPRECOTS, believe that no aspect of an individual's identity should be a barrier to thriving and being valued by others. Seeking out perspectives based on a variety of cultural or experiential lenses creates a more fulfilling work environment and leads to the creation of relevant and enduring outputs. We are committed to building a diverse, inclusive, and authentic team of first-class talent and fostering a sense of belonging and being valued in each team member. Interacting with kindness and respect is central to our organizational climate.

We encourage people of any race, gender, religion, color, national origin, sexual orientation, age, marital status, veteran status, or disability status to apply.

Pay and Compensation

Hourly rate: \$38 - \$45

Benefits include paid holidays, personal time off, and SIMPLE IRA. Flexible scheduling and the ability to work from a remote location are negotiable.

To Apply

Send an email to admin@apprecots.com. Please include:

- 1) A cover letter stating why you are interested in the position and why you believe you would be a good addition to APPRECOTS' team.
- 2) Your CV.
- 3) An example of a behavior plan you have written with all identifying client and company information redacted.

Posted

April 22, 2024

Position will remain open until filled.