



Clinic Director (BCBA)

Company: Reins & Roots Behavioral Therapy, LLC

Position Title: Clinic Director (BCBA)

Reports to: Chief Clinical Officer

Service Area: Weatherford and Surrounding Areas

Service Type: In-Home, Center, & Community-Based Services

Employment Type: Full-Time

FLSA Status: Exempt

About Reins & Roots:

Reins & Roots Behavioral Therapy is a locally owned, BCBA-owned and operated ABA practice built on the belief that every family deserves access to exceptional autism care—no matter where they call home. Inspired by the rural Texas communities we cherish, we set out to bring relationship-centered, evidence-based ABA services to areas that have long been underserved.

Today, we provide individualized in-home and community-based ABA therapy, with plans to expand into a clinic offering equine-assisted ABA services, blending the healing power of horses with meaningful, real-life learning experiences.

At Reins & Roots, we're looking for clinicians with a servant's heart, a strong work ethic, and a willingness to roll up their sleeves for the families we serve. If you're ready to help families take the reins, build lasting relationships, and leave every child stronger than you found them, you'll feel right at home here. *Rooted in Care. Guided by Connection. Ready for Real Life.*

Key Responsibilities:

- ★ Provide clinical leadership and oversight for ABA services, ensuring high-quality, ethical, and evidence-based care across all service settings.
- ★ Conduct comprehensive assessments, develop individualized treatment plans, and monitor client progress through ongoing data analysis and clinical decision-making.
- ★ Supervise, mentor, coach, and evaluate BCBAs, RBTs, and Behavior Technicians, fostering a culture of accountability, collaboration, and professional growth.
- ★ Oversee employee performance, including onboarding, training, competency assessments, performance evaluations, coaching, corrective action, and recognition in partnership with executive leadership.



- ★ Partner with operations leadership to support staffing, scheduling, caseload management, service delivery, and day-to-day clinical operations to ensure continuity of care.
- ★ Conduct caregiver training, clinical observations, and treatment fidelity checks to promote meaningful outcomes and successful skill generalization across environments.
- ★ Collaborate with families, physicians, schools, and interdisciplinary providers to ensure coordinated, family-centered care and exceptional client experiences.
- ★ Ensure compliance with BACB Ethics Code, HIPAA, payer requirements, company policies, and all applicable federal, state, and funding source regulations while maintaining accurate clinical documentation.
- ★ Support organizational growth by assisting with recruiting, interviewing, onboarding, program development, quality improvement initiatives, and the expansion of clinic-based and equine-assisted ABA services.
- ★ Champion the mission and values of Reins & Roots by leading with integrity, servant leadership, and a commitment to equipping both our team and the families we serve for long-term success.

Qualifications:

- ★ **Master's degree in Applied Behavior Analysis, Psychology, Education, or a related field. (Required)**
- ★ **Current Board Certified Behavior Analyst (BCBA) certification in good standing. (Required)**
- ★ **Current Texas Licensed Behavior Analyst (LBA) or eligibility to obtain licensure prior to employment. (Required)**
- ★ **Active CPR certification (Required)**
- ★ Minimum of one (1) year of experience providing Applied Behavior Analysis (ABA) services, including experience supervising clinical staff.
- ★ Reliable transportation, valid Texas driver's license, proof of current automobile insurance, and ability to travel throughout assigned service areas.
- ★ Demonstrated leadership, communication, organizational, and interpersonal skills, with a passion for serving children, young adults, and families through compassionate, relationship-centered care.



Physical Requirements:

- ★ Lift, carry, push, or pull up to 50 pounds
- ★ Sit, stand, walk, kneel, squat, crawl, bend, and transition between positions throughout the workday
- ★ Engage in floor play and active movement with clients
- ★ Safely implement behavior intervention procedures, including blocking or redirection, in accordance with training and company safety procedures
- ★ Observe client behavior and accurately record data using electronic devices
- ★ Travel between client homes, community settings, and future clinic locations as assigned

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this position.

Benefits:

- ★ Competitive salary
- ★ Medical, dental, vision, and short-term disability insurance (eligible full-time employees)
- ★ Paid Time Off (PTO) for (eligible full-time employees)
- ★ Paid company holidays (eligible full-time employees)
- ★ Mileage reimbursement (if applicable)
- ★ Certification renewals & reimbursement
- ★ Generous CEU reimbursement
- ★ Tenure bonuses and milestone recognition

Join Our Herd:

The strongest roots grow where people are cared for. Take the reins of your career with a team that's invested in your growth as much as the families we serve!

- ★ <https://reinsandrootsbehavioral.com/careers>

Equal Employment Opportunity Statement:

Reins & Roots Behavioral Therapy is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive workplace for all employees. Employment decisions are made without regard to race, color, religion, sex, pregnancy, national origin, age, disability, genetic information, veteran status, or any other protected characteristic under applicable federal, state, or local law.