



Board Certified Behavior Analyst (BCBA)

Company: Reins & Roots Behavioral Therapy, LLC

Position Title: Board Certified Behavior Analyst (BCBA)

Reports to: Clinic Director

Service Area: Weatherford and Surrounding Areas

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

Employment Type: Full-Time or Part-Time

FLSA Status: Exempt or Non-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:

- ★ Conduct functional behavior assessments (FBAs), skills assessments, and other clinical evaluations to develop individualized, evidence-based treatment plans.
- ★ Design, implement, and monitor ABA treatment programs using data-driven clinical decision-making.
- ★ Provide supervision, mentorship, and performance feedback to Registered Behavior Technicians (RBTs) and Behavior Technicians in accordance with BACB supervision requirements.
- ★ Analyze client data, update treatment goals, and modify intervention strategies to ensure meaningful progress.



- ★ Conduct caregiver training and collaborate with families to promote skill generalization and long-term success across home and community settings.
- ★ Collaborate with physicians, schools, and interdisciplinary providers to ensure coordinated, family-centered care.
- ★ Maintain accurate and timely clinical documentation while ensuring compliance with BACB Ethics Code, HIPAA, payer requirements, company policies, and all applicable federal and state regulations.
- ★ Participate in interdisciplinary meetings, team collaboration, and ongoing professional development while contributing to a positive, supportive clinical culture.
- ★ Support the onboarding and clinical development of new team members while serving as a mentor and resource for RBTs.
- ★ 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)**
- ★ Reliable transportation, valid Texas driver's license, proof of current automobile insurance, and ability to travel throughout assigned service areas.
- ★ Strong clinical, communication, organizational, and interpersonal skills, with a commitment to supporting, educating, and empowering families while mentoring and developing Registered Behavior Technicians (RBTs) and Behavior Technicians.

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>



Reins & Roots
BEHAVIORAL THERAPY
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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.