



Calling All Central PA BCBAs!

Shape Your Career with ABYay!—Where Support, Flexibility, and Fulfillment Meet

ABYay! is looking for dedicated Board Certified Behavior Analysts (BCBA) to join our clinician-owned ABA agency in the Central PA area, specializing in high-quality intensive language services for children with Autism. At ABYay!, we believe exceptional care starts with thriving clinicians who are supported and passionate about their work. At ABYay!, you can expect:

Exceptional Compensation—Because Every Minute You Work Matters

- **Earn What You Deserve:** Full-time BCBAs at ABYay! typically earn \$80k-\$100k per year utilizing a high billable rate of \$60-\$80/hour with a generous admin rate of \$25/hour. If direct work is required with your client, you will be paid at your clinical rate.
- **Sign-On Bonus:** Sign on bonus of \$5000.
- **Paid Non-Billable Clinical Time:** In many agencies, essential tasks like data entry, protocol modifications outside of session, and collaboration with colleagues are considered 'unpaid extras.' At ABYay, we see them as critical to quality care, and we compensate you accordingly, ensuring your clinical rate applies to these aspects of your professional duties.
- **No Quota Pressure:** Set your own schedule with the freedom to focus on what's best for your clients—without the stress of meeting billing quotas.

Work-Life Balance—Craft a Schedule That Works for You

- **Manageable Caseloads:** We keep caseloads reasonable and geographically contained, so you can deliver high-quality care without burning out. Our BCBAs maintain average caseloads of 5-7 clients at a time, averaging 20-25 billable hours a week, allowing for more personalized attention and effective therapy.
- **Flexibility:** Develop a work schedule that fits your lifestyle, balancing your professional and personal commitments.
- **Telehealth/Remote Options:** Up to 25% telehealth service.
- **Support When You Need It:** Our experienced clinical and admin teams are here to ensure you have everything you need to succeed. We conduct regular check-ins to ensure you have all the necessary tools to feel comfortable and confident in your work.

Comprehensive Benefits—Supporting Your Health, Life, and Future

- **Benefits Package:** 75% coverage for health, dental, and vision insurance, plus flexible plans.
- **Paid Time Off:** 6 paid holidays and 10 days of PTO.
- **Financial Security:** 401(k) matching and fully-paid Short-Term Disability Insurance.
- **Life Insurance:** Providing ease of mind to help financially protect your family in the event of unexpected circumstances.
- **Parental Leave:** Paid leave after one year of service.

Growth and Development—Advance Your Skills in a Collaborative Environment

- **Continuous Learning:** Enjoy paid CEUs, ACE certified training sessions, and conferences to keep your skills sharp and your knowledge current. Our bi-monthly clinical team meetings provide the

opportunity to seek input, hone your skills, and contribute your expertise to lead our clients to success.

- **Mentorship, Support, and Collaboration:** Consistent mentorship, open communication, one-on-one support from experienced clinicians, and an admin team whose mission is to support YOU in providing the best possible serve to our clients. You won't find any big egos here; our team shares successes, solves problems together, and enjoys a strong sense of unity.
- **Focus on Ethical, Quality Care:** We prioritize ethical, values-oriented care with no pressure to bill beyond what's medically necessary. Your focus remains on delivering the best outcomes for your clients.
- **Stable, Professional RBTs:** Our team enjoys low RBT turnover rates, ensuring you work with experienced, dedicated professionals who you can rely on to enhance the quality of care.
- **Opportunities for Advancement:** As a growing agency, we love to promote from within, offering pathways for career advancement and ensuring our team members can develop their skills and progress in their careers.

Who We Are:

Our agency has a reputation for delivering exceptional, client-centered services. With a focus on using play-based strategies, verbal behavior, and natural environment teaching, we are dedicated to helping children acquire language and reach their full potential, primarily serving the littlest learners who need us the most! Our mission in providing Autism treatment is centered around making the experience as positive as possible for the clients and families we serve.

Hear what our current staff have to say about their work experience at ABYay!

Posted October 25, 2024

"Small and manageable caseloads allows the work to be reinforcing, hands-on, and enables me to closely view the client's progress in order to ensure their success."

"Coming from another company, my overall stress level has decreased from when I was working 50 hour weeks and felt like I was never doing enough. ABYay provides manageable caseloads, consistent check-in, and ongoing feedback."

"The support is so amazing, and the team has great knowledge. We use evidence-based interventions that are effective, and it's amazing to see the progress."

In a recent survey, 100% of clinicians reported feeling very satisfied with the support, feedback, and clinical growth they receive under the leadership of the Clinical Director.

"Everyone is highly knowledgeable and supportive of one another."

"She takes the time to model programs clearly and effectively. Her feedback is always constructive and encouraging, never demeaning. It's evident that she genuinely wants to support your growth and help you understand the material to mastery."

"I believe I have learned so much and have been given so much guidance. I feel much more confident in my decision making and how to handle various situations."

Our ideal candidate:

Certification & Licensure: Holds current BCBA certification and state licenses (as applicable).

Training: Completes BACB-required training for recertification.

Client Services: Conducts functional behavior assessments, caregiver training, and ensures all interventions are behavior-analytic.

Supervision: Provides training, supervision, and performance coaching for Behavior Technicians/RBTs and ensures cases meet supervision requirements.

Posted October 25, 2024

Record-Keeping: Maintains organized records and oversees data collection/analysis for clients.

Compliance: Develops treatment plans that meet contract, insurance, and professional standards.

Communication: Coordinates with the treatment team, administrative staff, and management.

Documentation: Completes required documentation for authorizations and insurance requests in a timely manner.

Other: Must lift up to 25 lbs, obtain state clearances, day and some evening hours availability, resides and/or willing to relocate to Central PA (York, Harrisburg, Hershey, West Shore)

Interested in learning more information about joining our team?

Contact ABYay at info@abyay.net or (717) 814-5371

Click [Here](#) to visit our website and submit an application