Job Title: Board Certified Behavior Analysts® (BCBA®)
Location: Ephrata, PA, and Lebanon, PA
Employment Type: Part Time
Compensation: $67 USD/hour
Company: Excentia Human Services

Are you looking for a role that connects your values with purpose while giving you the flexibility and autonomy to shape your own work?

At Excentia Human Services, we are passionate about empowering individuals of all abilities to lead productive and fulfilling lives. We are currently hiring two **Board Certified Behavior Analysts® (BCBA®s)** , one based in Ephrata, PA, and one in Lebanon, PA, to support our Intensive Behavioral Health Services (IBHS) program.

This part-time opportunity is ideal for clinicians seeking independence and flexibility, with the ability to build and grow your own caseload while maintaining high-quality clinical care.

We are also offering a 2,000 USD sign-on bonus, awarded after the completion of 1,000 billable hours.

About the Role:

As a BCBA®, you will provide high-quality ABA services, including assessment, treatment planning, data analysis, and clinical oversight. You will have the opportunity to manage your schedule, work independently, and develop meaningful relationships with the children and families you serve.

Key Responsibilities:

- Conduct and oversee behavioral assessments and develop individualized treatment plans.
- Design, implement, and monitor ABA treatment sessions.
- Collect, review, and analyze behavioral data to guide clinical decisions.
- Supervise and mentor behavior technicians in accordance with IBHS regulations.
- Ensure accurate and timely data collection and documentation.
- Maintain compliance with IBHS regulations, BACB® ethical standards, and organizational policies.
- Collaborate with families, caregivers, and interdisciplinary team members.
- Provide family training and support to reinforce treatment goals.

- Ensure treatment environments are prepared and aligned with client needs.
- Monitor and adjust treatment conditions to promote engagement and progress.
- Participate in supervision, team meetings, and ongoing professional development.
- Maintain confidential client records in accordance with HIPAA and agency policies.

Qualifications:

- Master's degree in Applied Behavior Analysis, Psychology, or a related field.
- Current BCBA® certification in good standing.
- Minimum of 2 years of experience providing ABA services.
- Must be licensed in the Commonwealth of Pennsylvania as a psychologist, professional counselor, marriage and family therapist, clinical social worker, social worker, behavior specialist, certified registered nurse practitioner, or similar.
- Strong analytical skills with the ability to interpret data and apply statistical concepts.
- Excellent communication, organizational, and collaboration skills.
- Ability to work independently while contributing to a team environment.
- Proficiency in standard computer systems and documentation practices.
- Valid Pennsylvania driver's license with acceptable driving record.
- Required clearances: Act 33/34, FBI, and NSOR.

Working Conditions and Physical Requirements:

- Services provided in clinic, community, and home-based settings.
- Frequent standing, walking, bending, reaching, and floor sitting.
- Ability to lift and move up to 25 pounds regularly.
- Exposure to varying noise levels and environmental conditions.
- Potential exposure to communicable diseases.
- This is not a remote position.

What We Offer:

- Flexible, part-time schedule with autonomy to manage your caseload.
- Opportunity to grow your caseload at your own pace.
- A mission-driven, values-based organization with a supportive culture.
- Opportunities for professional growth and development.
- Inclusive, collaborative work environment.
- Competitive hourly rate of 67 USD/hour.
- 2,000 USD sign-on bonus after 1,000 billable hours.

Who We Are:

At Excentia Human Services, our mission is to provide services throughout the lifespan so that all people have equal value and opportunities to lead productive and fulfilling lives.

We believe in:

- Integrity, honesty, respect, and accountability
- Creating a positive, supportive environment where every voice matters
- Promoting cultural competency, fairness, and high ethical standards
- Building strong partnerships with individuals, families, and the community

Apply today and become part of a team where your work truly matters!

How to Apply:

To apply, please visit our website at here and complete the online application form.

If you have any questions, feel free to reach out to our Director of Children's Services, Melissa Martinez, at mmartinez@excentiahumanservices.org.

Equal Opportunity Statement:

Excentia Human Services is an Equal Opportunity Employer.