Tanager Place currently has a Board Certified Behavior Analyst (BCBA) position open in the Outpatient Clinic. Employee or Independent Contract Position Available.

Tanager Place is a pioneering behavioral healthcare organization that delivers high quality care across a full continuum of mental health services. Serving Iowa children and families for over 140 years, we have staff of over 250 caring professionals.

Tanager Place employees embody our mission to provide children and families with services that inspire, empower and heal. Our emphasis is on Prevention, Treatment, & Outreach. Tanager's full continuum of care includes inpatient services, community-based services, mentoring programs, integrated health care coordination, autism services, mental health outpatient services and a summer camp.

Our passion is providing a world class work culture that engages employees in all aspects of our mission and creates ways for employees to grow. We have an onsite training center that provides innovative classes that promote ongoing education, employee development, and support for other non-profit agencies in the Corridor.

Tanager proudly services Eastern Iowa with two locations in Cedar Rapids and one location in Coralville. We invite you to join our team creating a positive impact on thousands of children and families lives!

This position works as a member of the multidisciplinary treatment team, providing therapeutic services to clients/consumer and their families as well as supervision to behavior techs/registered behavior technicians. The Behavior Analyst provides direct clinic-based/in-home/community based Applied Behavior Analysis services for children diagnosed on the autism spectrum.

**Education/Experience:**
- Master’s degree from an accredited college or university in behavioral analysis, psychology, or like degree is required.
- Must have BCBA credentials
  - or be approved to sit for BACB exam and receive credentials within 3-months of hiring;
Any equivalent combination of experience and training which provides the knowledge

**Essential Functions include but not limited to:**
- Provide encompassing assessments of challenging behaviors to identify function, creating appropriate function based behavior intervention plans;
- Create skill acquisition programs for clients and train staff/parents to implement them;
- Possess an strong understanding of Applied Behavior Analysis, verbal behavior, and treatment of challenging behaviors;
- Experience with Autism Spectrum Disorder (ASD) and related developmental disabilities;
Provide and document supervision of behavior technicians in accordance with BACB ethical standards;  
Travels to clients’ schools/homes/community settings as required delivering services that are convenient and appropriate to client/consumer needs and being accessible by phone;  
Participate in active and energetic therapy with clients 1:1 and in groups to implement programs designed to increase communication, self-care, social and play skills and keeping clients motivated to learn;  
Maintain professional boundaries with clients/consumers, families, and other agency employees;  
Assist clients with hygienic routines (e.g. toileting);  
Work closely with clients and families to achieve behavioral goals which may include toileting and hygiene instruction;  
Ability to manage challenging behaviors that occur and work with clients who may aggress e.g. hit, kick, spit, scratch, etc;  
Must keep accurate record of client progress demonstrating attention to detail and follow-through;  
Completes all necessary trainings as assigned including required continuous education, conference attendance, review of relevant materials, and completion of Relias trainings;  
Performs all work duties and activities in accordance with Tanager Place policies; procedures and safety practices;  
Attends work regularly at the designated place and time;  
Performs related work as required.

Knowledge/Skills/Abilities:
- Effectively utilize the agency’s Electronic Health Record system;  
- Knowledge and use of the agency’s Resilience and Trauma Informed Care model;  
- Possess sound theoretical base and the ability to conceptualize and implement effective treatment for clients/consumers. This requires the ability to provide services that are sensitive to age-specific and cultural competencies.  
- Ability to handle confidential information with tact and discretion;  
- Ability to use empathetic listening skills, communicate with clarity and maintain an attitude that conveys respect;  
- Ability to operate a personal computer using program applications appropriate to assigned duties and responsibilities;  
- Ability to work cooperatively and to maintain effective working relationships to accomplish job responsibilities;  
- Ability to critically think through issues/problems and identify effective solutions/outcomes;  
- Ability to quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;  
- Ingenuity and inventiveness in the performance of assigned tasks;  
- Thorough knowledge and experience as a productive team member with the flexibility to adapt to daily changes in routine or assignments;  

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Ability to critically think through issues/problems and identify effective solutions/outcomes;
Proficient typing skills;
Communicate effectively, professionally, and respectfully in writing and verbally;
Ability to act as a positive emissary of Tanager Place in all meetings with public and other agency employees to promote positive image of Tanager Place at all times.

Required Attributes:
- Proactive attitude, takes initiative without prompting;
- Ability to cope under stressful situations, manage frequent interruptions, and handle complex assignments;
- Persistent and resilient when working with claim denials;
- Consistent and reliable with task completion, often completing assignments ahead of deadlines with exceptional quality;
- Handles multiple work assignments successfully
- and abilities necessary to perform the work.

Schedule: Employee or Independent Contract Position Available. Schedule is 9:00 am to 6:00 pm; flexibility required

TO APPLY:
Application Required
Please apply online at https://recruiting.myapps.paychex.com/appone