

Board Certified Behavior Analyst (BCBA)

In-Home ABA Services

Behavior Innovation Group (BIG)

Join a locally owned team where clinical excellence comes first.

Behavior Innovation Group (BIG) is locally owned and operated by a BCBA, ABA provider serving children and families throughout the Metro East. We believe quality care begins with supporting our clinicians. Our BCBAs have the autonomy to make clinical decisions, have manageable caseloads, and leadership that understands the realities of providing exceptional ABA services.

If you're looking to leave corporate ABA behind and join a team that values collaboration, flexibility, and meaningful relationships with families, we'd love to meet you.

Position Summary

The Board Certified Behavior Analyst (BCBA) is responsible for providing compassionate, evidence-based Applied Behavior Analysis (ABA) services to children diagnosed with Autism Spectrum Disorder and related developmental disabilities in their homes and community settings. The BCBA develops individualized treatment plans, supervises Registered Behavior Technicians (RBTs), collaborates with caregivers, and ensures all services meet BACB ethical standards and insurance requirements.

Responsibilities

- Conduct comprehensive assessments including functional behavior assessments (FBAs) and skill assessments.
- Develop individualized, data-driven treatment plans.
- Provide ongoing supervision and training for RBTs in accordance with BACB requirements.
- Analyze client data and modify treatment plans based on progress.
- Complete all required clinical documentation accurately and within established timelines.
- Collaborate with families to provide caregiver training and support.
- Coordinate care with physicians, schools, therapists, and other providers as appropriate.
- Participate in interdisciplinary team meetings and case consultations.
- Maintain compliance with BACB Ethics Code, payer requirements, and state regulations.
- Support a positive, collaborative culture focused on quality clinical outcomes.

Qualifications

- Current Board Certified Behavior Analyst (BCBA) certification.

- Illinois Licensed Behavior Analyst (LBA) or eligible for licensure.
- Valid driver's license and reliable transportation.
- Ability to travel locally for home-based services.
- Excellent written and verbal communication skills.
- Strong organizational and time-management skills.
- Passion for family-centered, compassionate care with collaboration a reality, not just a concept!

Preferred Qualifications

- Experience providing early intervention and home-based ABA services.
- Experience supervising RBTs, completion of 8-hour course.
- Knowledge of common assessment tools including VB-MAPP, ABLLS-R, Vineland, PDDBI, SRS and PSI-4
- Experience with electronic medical records and data collection systems.
- Credentialed with IL payers.

What We Offer

- Competitive salary (with 25 hours a week billable) or hourly options as 1099 where you choose your caseload size and billables of 10% of client hours supervised plus parent training.
- Initial requirements are in-person but can move to a more hybrid role after first 6 months per payer requirements for supervision.
- Performance and productivity incentives
- Flexible scheduling that you set for your own work-life balance
- Paid time off
- 401(k) opportunities
- CEU reimbursement and professional development
- Paid BACB certification renewal
- Administrative support that allows you to focus on clinical care
- Collaborative, supportive leadership
- Open and honest communication
- Very low RBT turnover and few client cancellations
- Small, locally and BCBA owned company where your voice matters
- Opportunities for growth into leadership roles

Why You'll Love BIG

At Behavior Innovation Group, you're more than an employee. You become part of a team committed to making a lasting impact on children and their families. We intentionally keep our culture personal, supportive, and collaborative. Decisions are made locally, leadership is accessible, and your expertise is respected.

Our mission is simple: provide exceptional ABA services while creating an environment where clinicians enjoy coming to work every day. We work hard, play hard and laugh every day! Joy is shared and concerns are spread for all of us to address.

Behavior Innovation Group is an Equal Opportunity Employer and values diversity, inclusion, and respect for every individual.