




The Mission of Project Beacon is to build a community of belonging where adults with autism and other neurodiversities can play, learn, work, and live.

APPLY TODAY

We invite you to submit your resume, cover letter, and references to the email below. Please include "Board Certified Behavior Analyst" in the subject line of your email.

 careers@projectbeaontx.org

 projectbeaontx.org

 27316 Spectrum Way
Conroe, TX 77385

BENEFITS

- Salary based on experience and qualifications
- Healthcare, Dental, and Vision Benefit Packages
- 401 (k) Retirement Plans
- Paid time off and holidays (including extended holiday breaks)
- Professional development opportunities
- Supportive and collaborative work environment

Job Opening

Board Certified Behavior Analyst (BCBA)

- Board Certified Behavior Analyst
- Monday-Friday 8:00am-4:00pm
- Full-Time

JOB SUMMARY

We are hiring a Board Certified Behavior Analyst (BCBA) to support clients through both group-based and individualized ABA services. You will conduct assessments, develop treatment plans that work in group settings, supervise RBTs and BCaBAs, and collaborate with families and other professionals. Additional duties include tracking client progress, meeting Medicaid Waiver documentation requirements, providing direct treatment as needed, and participating in program development with clinical leadership.

Your Daily Tasks

- **Conduct Client Assessments** – Complete functional and skills-based assessments for prospective and current clients to inform individualized programming.
- **Develop Treatment Plans** – Design data-driven treatment and behavior intervention plans suitable for group implementation.
- **Provide Clinical Supervision** – Oversee and support RBTs and BCaBAs through ongoing supervision and performance feedback.
- **Facilitate Family Collaboration** – Deliver both individual and group parent training and maintain consistent communication with caregivers.
- **Monitor Client Progress** – Track skill acquisition and behavioral data; complete required documentation for Medicaid Waiver clients.
- **Deliver Direct Services** – Provide ABA therapy directly when needed to ensure consistency of care.
- **Support Program Development** – Collaborate with the Lead BCBA and Clinical Director to maintain quality and cohesion in program implementation.
- **Coordinate with External Providers** – Assist with care coordination across teams and external service providers.
- **Participate in Staff Training** – Contribute to the professional development of clinical staff through training and mentorship.

PHYSICAL REQUIREMENTS

- **Stay Active** – Frequent movement and physical engagement with clients during activities.
- **Occasional Lifting** – Ability to lift up to 50 lbs during routine support.
- **Adaptability** – Flexible in response to schedule or programming changes.
- **Community Support** – Must be able to drive clients in a company vehicle for community-based outings.




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Qualifications

- **Certified and Licensed** – Holds active BCBA certification (minimum one year) and is a Licensed Behavior Analyst (LBA) in Texas.
- **Relevant Clinical Experience** – You have at least 3 years of experience working with individuals on the autism spectrum or related developmental challenges.
- **Supervision Qualification** – You've completed the 8-hour BACB supervision training before your hire date.
- **Background and Reference Clearances** – You can pass a background check and motor vehicle report and provide personal and professional references.
- **Valid Driver Credentials**– You hold a valid driver's license and can transport clients as needed for community-based services.
- **On-Site Availability**– You're available to work on-site Monday through Friday, 8:00 AM – 4:00 PM.

Needed Skills

- **Effective Communication Skills** – You express ideas effectively, both verbally and in writing, and foster strong relationships with clients, families, and team members.
- **Strong Time Management** – You manage your schedule efficiently and prioritize responsibilities without sacrificing quality of care.
- **Team-Oriented Leadership** – You work well within a team and support others with mentorship and feedback rooted in respect and expertise.
- **Analytical and Data-Literate** – You understand the value of measurable outcomes and are confident in tracking, analyzing, and acting on behavioral data.
- **Technologically Proficient**– You can navigate tools like Microsoft Office, Excel, and Teams, and are open to learning new systems.
- **Ethical and Professional Judgment**– You demonstrate integrity, uphold ethical standards, and maintain professionalism in all client and staff interactions.
- **Client-Focused Mindset** – You are passionate about making a difference and committed to supporting neurodiverse individuals in meaningful ways.