

# ESDM Behaviour Analyst

## UP Early Intervention Clinic, Inc.

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**Position Type:** Full time (1.0 - 40 hrs/week) or Part Time (.75 / 30 hours per week)  
**Department:** Clinical Services  
**Reports to:** Director of Clinical Services - Sherise Devine

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### Minimum Qualifications

- A. Masters' degree in a related field
  - B. Board Certified Behaviour Analyst (BCBA) Credential
  - C. RASP Category A professional in British Columbia
  - D. ESDM Certified Therapist credential obtained, or obtains credential within 1 year of employment
  - E. Demonstrate ESDM Implementation Fidelity at 80% with at least 2 different children within 6 months of employment
  - F. Minimum 2 years clinical experience with children 3 and under
  - G. Availability 8:30-4:30 M-F (1.0 FTE) or 10:30-4:30 M-F (.75 FTE)
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### About Us

We are an early intervention clinic providing specialized therapy for young children with Autism Spectrum Disorder. Specifically, we implement the Early Start Denver Model (ESDM) treatment model, and Applied Behaviour Analysis (ABA) interventions. Our goal is to provide a welcoming, developmentally appropriate, and effective intervention program to reduce the challenges associated with a diagnosis of Autism in our students.

UP Early Intervention Clinic provides caring, creative, supportive learning experiences and skill development for young children with autism, their families, and caregivers. Our clients receive increased quality of life, confidence in their abilities, and stronger connections with people and their community.

We envision a clinic where autistic kids and their families receive high quality treatment with a focus on collaboration, respect, and dignity, and where staff at all levels of the organization are supported to grow and learn.

### About the Position

Our ESDM Behaviour Analysts are the heartbeat of our client care, and are responsible for overseeing client and family programming from start to finish. Clinicians at UP develop and maintain strong rapport with staff and clients and deliver supportive care with a high degree of excellence. We are deeply committed to individualized services, and embrace fun and creativity to support each unique child and

family. UP will support successful candidates to achieve the ESDM Certified Therapist credential within 6 months of employment.

**Apply now if you:**

- Have a keen attention to detail and out-of-the-box thinking.
- Are passionate about always doing better for your clients.
- Want to be a part of a strong community of like minded professionals
- Want to work in a a friendly, inviting, and inclusive environment
- Embrace collaboration and continuous learning

**Primary Responsibilities**

- Overseeing all aspects of client care and family relationships
- Conducting initial program assessment steps
- Completing assessment reports
- Develop objectives for treatment based using evidence based practice (best available evidence, client preferences, and clinical judgment)
- Train direct care staff in plan implementation
- Monitor progress carefully
- Make modifications to intervention strategies as needed
- Report on client outcomes and caseload metrics
- Collaborate with other departments and professionals to ensure quality care
- Provide training, support, and coaching to junior and senior Behaviour Interventionists
- Work collaboratively with the clinical team
- Conduct treatment fidelity evaluations with BI's
- Attend regular clinical and professional development meetings and events
- Attend individual mentorship meetings
- Maintain credentials

**Benefits of working at UP**

- Competitive Salary
- Employed position with standard employment benefits (Stat holiday pay, vacation pay, sick pay, EI, CPP, and source tax deductions)
- Health Benefits (Healthcare Spending Account)
- Free On-Site Parking
- Option to complete some work from home
- Administrative support so that you can focus on your clinical work
- Clinic environment set up for optimal learning in NDBI programming
- Working with experienced behaviour interventionists due to our clinic's low staff turnover rate and supportive internal training program
- Access to our resource library, CEU's, and professional development events
- Continuing Education training budget

- Clinical mentorship at all levels of the organization to meet your short and long term career goals
- Opportunities for advancement within the organization
- Opportunities to learn about clinic management through project-based roles
- Opportunities to develop and present parent and professional workshops

### **Compensation**

Annual Salary range is \$62,000-90,000 (full time), depending on credentials and experience, or equivalent