

# ASPIRE ACADEMY

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## SENIOR THERAPIST, BCBA JOB POSTING

Position: Senior Therapist/Board Certified Behaviour Analyst (BCBA); English-speaking and bilingual positions available

Start Date: Immediate

Compensation: Based on experience, to be discussed

Our goal at Aspire Academy is to create an amazing and unique work culture that fosters professional and personal growth in every member of our team. Creating and maintaining an amazing work environment takes effort from everyone who works at an organization, therefore every team member at Aspire Academy is expected to:

- Recognize and appreciate the impact that they have on their students and colleagues each day
- Positively contribute to our work culture at Aspire Academy
- Be motivated and willing to learn
- Be flexible and open to change as Aspire grows and evolves
- Work independently with minimal supervision, as well as on a team
- Practice effective problem solving and conflict resolution strategies
- Remain calm and non-confrontational under pressure
- Accept feedback openly, reflect on this feedback and adjust their performance
- Develop performance-related goals for themselves in collaboration with their supervisor(s) then actively work towards accomplishing these goals
- Actively participate in professional development activities
- Practice self-care (in whatever way that suits them!) so that they bring their best self to work every day
- Uphold a high standard of ethical and professional behaviour (i.e. deal with confidential information appropriately, understand boundaries, make ethical decisions, treat clients and colleagues with dignity and respect etc.) for themselves and their colleagues
- Respect our physical space and regularly participate in tasks that keep our space clean, safe and inviting
- Complete tasks as assigned to ensure that operations run smoothly (i.e. follow assigned schedule, understand and follow workplace policies, submit employment documentation as needed, submit payroll in a timely manner)
- Understand the roles at Aspire Academy and how they interact; seek support/feedback and direct ideas/questions accordingly; delegate tasks appropriately

These behaviours aren't just "extra, when-you-have-time-for-them" tasks; they are "ongoing, non-negotiable, all-the-time" tasks because they lay the foundation for all the magic that happens at Aspire!

At Aspire Academy, Senior Therapists work collaboratively with our Clinical Supervisor, Lead Therapists and Teachers to develop behavioural and academic programs for our students, then provide guidance and support as these programs are implemented. Our unique approach to group learning incorporates a number of different teaching styles (i.e. small group, triadic, dyadic, one-on-one) and requires our team to work in a variety of capacities each day. In order to create an optimal learning environment for our students, our Lead Therapists must think on their feet, problem solve on the spot, and work flexibly and collaboratively as a team. In addition to the behaviours listed above, a Senior Therapist at Aspire:

- Provides ongoing training, clinical supervision, guidance and support to a team of Lead Therapists and Teachers, who in turn support the Educational Therapists who work directly with our students
- Greets new families on their first day and introduce them to their child's team
- Designs and supervises behavioural programming for our students by;
  - Meeting with parents/guardians to discuss program goals
  - Reviewing assessment results and setting appropriate goals accordingly
  - Developing a Program Plan for each of our students
  - Training and guiding Lead Therapists to ensure that programs are implemented as planned
  - Supervising each student and their team a minimum of one hour per week
  - Reviewing program data for each student at least once per week
  - Adjusting and updating programs as necessary
  - Providing Lead Therapists with written program updates/feedback after each supervision session
- Works with students as needed (i.e. in order to gain a different perspective, troubleshoot program ideas, model for Lead Therapists, fill in due to staff absences)
- Works collaboratively with our Clinical Supervisor by;
  - meeting monthly to review student program
  - seeking ongoing support as needed to ensure that programming is being implemented according to best practice
  - assisting in the coordination of classroom observations, case load, scheduling and staff absences
- Collaborates with Teacher and Lead Therapist to complete Progress Reports, Report Cards and Individualized Education Plans, then provides completed documents to our Principal and Clinical Supervisor for review
- Participates in Progress Meetings and Individualized Education Plan Meetings
- Communicates with paraprofessionals; observes paraprofessional sessions, adjusts and updates students' programs to reflect paraprofessional goals; provides training and support to Lead Therapists to ensure that these programs are implemented properly
- Communicates with parents/guardians with regards to their child's clinical programming
- Welcomes new staff, introduces new staff to their team members, sets new staff up with training; serves as the Trainer for new staff throughout their initial training (i.e. answers questions, completes guided check-ins, provides feedback etc.)

- Actively engages in behaviours that increase the job satisfaction of their team by;
  - Developing a trusting, positive and supportive professional relationship with each of their team members
  - Regularly checking in with team members to discover what can be done to increase job satisfaction and facilitating changes whenever possible
- Works in coordination with the Clinical Supervisor and fellow Senior Therapists to create and follow a schedule that alleviates each Educational Therapist and Lead Therapist of their duties for part of a day on a regular basis (i.e. monthly, bi-monthly), allowing them to complete administrative tasks, prepare program materials, participate in professional development activities, complete tasks around campus etc.
- Assists in organizing, developing and leading Professional Development activities/training/workshops for Professional Development days
- Administers medication under the direction of the Clinical Supervisor
- Collaborates with other schools and participates in transition planning

We proudly provide all new employees with ample training, support and encouragement as they start transition onto our team at Aspire Academy.

If you are interested in applying for this position, please or email your resume and cover letter to [academy@insideaspire.com](mailto:academy@insideaspire.com) or attend one of our upcoming job fairs. We will happily reply to, meet with and interview suitable candidates!