

Company: Crystal Springs, Inc.
Assonet, MA 02702

Position: Director of Behavioral Services

Department: Administration

Shift: Full time: 40-hour flex, 24-hour on-call

Company Summary:

Crystal Springs provides individualized programs for children and adults with developmental disabilities while embracing and nurturing each person's pursuit of growth, independence, dignity, and choice. Crystal Springs is located on 45 acres in Assonet, a small village in Southeast Massachusetts - 45 minutes from Boston, 70 minutes from Worcester, and 30 minutes from Providence.

Position Description:

The Director of Behavioral Services leads Crystal Springs' in developing, overseeing, and evaluating its Behavioral services and programs. This position is responsible for defining and monitoring standards of care for all of Crystal Springs Behavioral programs and services.

Description of Duties:

- Ensures compliance with accreditation standards, BACB Ethics, and professional standards.
- Incorporates oversight and development of all behavioral services staff as well as maximizing children and adults' outcomes by means of a comprehensive quality management approach.
- This position will report to Crystal Springs' Chief Executive Officer to provide high quality services and research in a fully compliant manner, and ensure a positive, team-oriented work environment.
- Must be a leader and a passionate advocate for children, adolescents, and adults with autism and developmental disabilities and their families.
- Must understand and remain current on autism research, resources, and social service systems.
- The person in this position must be a highly collaborative leader with the ability to successfully represent the organization internally and externally.

Requirements:

- Ph.D. or Master's degree in Applied Behavior Analysis, psychology, special education, or a related field (at the discretion of the Chief Executive Officer, additional experience designing Behavior intervention may be substituted for degree requirements as long as BACB Standards for Supervision are met).
- Minimum of five (5) years of post-graduate experience leading and supervising Behavior intervention programs, including experience with persons who have multiple challenges, including severe and challenging behaviors.
- Experience in managing clinical staff, including the development and implementation of effective systems of evaluating staff performance

- Experience with assessments and progress monitoring, including standardized instruments, Behavior assessments (Functional Behavior Assessment [FBA], Functional Analysis), and development of observational measures.
- Board Certified Behavior Analyst (BCBA) Certification required. Compliance with Commonwealth of Massachusetts' laws.
- Licensure in the associated field, if available, strongly preferred.

Benefits:

- Excellent benefit package, competitive salary, paid planned time off and unplanned time off. Wonderful working environment.

**To apply for this position please email resume and salary requirements to:
Lucy Pacheco at: lpacheco@crystalspringsinc.org**

Crystal Springs, Inc. recruits, hires, trains and promotes persons in all job titles without regard to age, color, disability, gender (including gender identity), marital status, national origin, race, religion, sex, sexual orientation, veteran status, or other status protected by applicable law. In addition, all personnel actions such as compensation, promotion, demotion, benefits, transfers, staff reductions, terminations, reinstatement and rehire, company-sponsored training, education and tuition assistance, and social and recreational programs are administered in accordance with the principles of equal employment opportunity.