



BCBA

INTERVIEW GUIDE

QUESTIONS TO ASK IN
YOUR JOB SEARCH

ABSKids

Reaching Milestones. Realizing Potential.

INTRODUCTION

HOW TO USE THIS GUIDE

In the following sections you will find a comprehensive list of questions to ask when considering an ABA opportunity. Review the topics and focus on the areas of interest to you.

As a BCBA you will likely have many opportunities to interview. Use this guide to prepare to find the role that is right for you. Be sure to check out a company's website and social media as you may be able to find many of your answers there.

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INFLUENCES ON CAREER DECISIONS

QUALITY OF LIFE

- Cultural & recreational amenities
- Community prosperity
- Education system
- Social life
- Housing

GEOGRAPHIC LOCATION

- Acceptable to significant other
- Population size
- Family ties
- Organized community recruitment
- Community background similarity

PRACTICE VARIABLES

- Center vs. Home
- School setting
- Patient population
- Clinical expectations
- Support
- Positive group
- Ethics and values

FINANCIAL PACKAGE

- Compensation/Sign-on /Relocation
- Bonus potential
- Benefits
- CEU
- Stipends
- Time off (Holiday, vacation, personal)

COMPANY MAKE UP

Year Established?

Number of BCBA's currently in this group?

Turnover in the last 3 years? Why?

Can you describe the dynamics of the BCBA team?

Are leaders BCBA's?

Where is your company doing business?

Why are you recruiting for this position?

What do you do to support diversity/inclusion?



JOB SPECIFICS

How is schedule determined?

Are work schedules/hours flexible?

Nights necessary?

Patient caseload?

Will I have duties beyond caseload? If so, what?

Number of BTs/RBTs supervising?

In what environments do you treat patients?

JOB SPECIFICS

With which age groups do you work?

Do you offer remote work?

What data collection tools do you use?

What type of collaboration do you have?

What do you do to retain BT/RBTs?

What quality measures do you have in place?

Is licensure required for a BCBA to practice?

Is performance feedback provided?



JOB SPECIFICS

What assessments are used?

How far can home based BCBA's expect to commute?

What are your billable hour requirements?

CAREER GROWTH

What are the career growth opportunities?

What types of formal leadership development and training programs are in place?



BENEFITS

Does the company offer bonuses?

- Capped or uncapped?
- How often are bonuses paid?

What is offered upfront?

- Sign-on bonus?
- Relocation assistance?
- Loan forgiveness?
- Stipends?

What is the compensation range for this position?

What benefits do you provide?

- Paid CEU?
- Paid time off for vacation, sick or personal time?
- 401k plan, is there a match?
- Health insurance?
- Health savings plan?
- Dental Insurance?
- Life insurance?
- Short Term/Long term disability?

SUPPORT & TRAINING

What training can I expect?

What support or collaboration is offered to your BCBA staff? Any additional support provided to new BCBA's?

What type of technology is in place for...

- **Training?**
- **Assessment?**
- **Documentation?**
- **Scheduling?**

CULTURE & CLIMATE

What is the group's personality?

Who will fit well into this team of BCBA's?

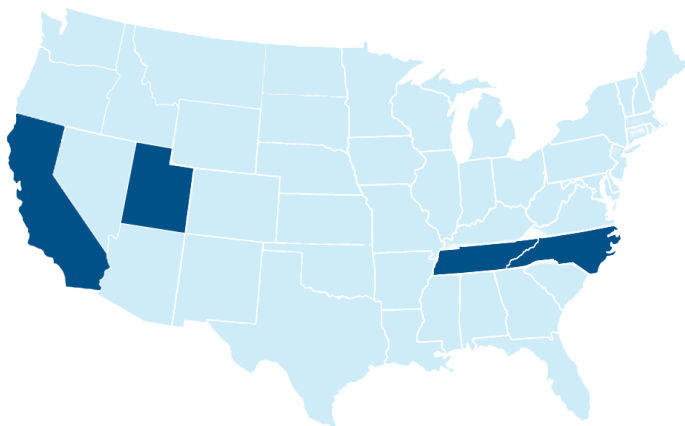
What is the general image of the practice in the community?



NOTES

JOIN OUR TEAM!

LOCATIONS



CALIFORNIA • NORTH CAROLINA • TENNESSEE • UTAH

Life with ABS Kids

Collaboration

Interdisciplinary meetings, virtual office

Quality

Patient-centered decision making, manageable caseloads, BHCOE accreditation

Growth

You'll grow with career advancement opportunities such as Senior BCBA or Assistant Director, while we're growing with new centers in all of our markets

Everything you'd expect, plus:

- Full benefits package
- Signing bonus / Relocation assistance
- Uncapped monthly bonus plan

FOR MORE INFORMATION

888-391-4987

careers@abskids.com



JOIN OUR TEAM!

WE WORK IN



It's in the wow moments that we find our purpose

Whether you're providing ABA therapy in a home, a treatment center, or a community setting, you're making a difference in the lives of children with autism. You're helping turn small moments of improvement into momentous accomplishments. And you're creating unforgettable experiences for yourself as you advance your career path.

WOW Moments

"I love when a parent tells me that the work we do has changed their child's life and the lives of the whole family. Nothing is more rewarding than changing lives for the better!"

-Emily M. ABS Kids Employee

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