



# Elevate

with InBloom Autism Services

## BCBA CAREER PATHWAY

At InBloom, our Board Certified Behavior Analysts (BCBAs) are the backbone of the care we provide. As one of the fastest-growing ABA organizations, we're bursting with opportunities! Through our **Elevate: Clinical Pathway**, you can advance from Student Analyst to Fellow, BCBA, Senior Clinical Supervisor, and even Clinical Vice President. Your career can truly take off here. And because we prioritize promoting from within, Bloomies always get first look at new roles. If something sparks your interest, connect with your supervisor or reach out to recruiting to explore what's next!



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### REASONS WHY BCBAs LOVE INBLOOM:

- Competitive Salary + Bonus Potential
- Yearly Stipend for CEUs
- Professional Development Programs
- Flexible Work-from-Home Options



## ROLE DESCRIPTIONS

### Student Analyst (SA)

RBTs who are within six months of taking their BCBA exam can step into InBloom's paid Student Analyst Program! Gain hands-on experience, earn fieldwork hours, and learn directly from our incredible BCBA mentors. Student Analysts receive up to 20 hours of BCBA training per week while continuing to support clients as RBTs. Candidates are nominated, apply, and selected for this exciting next step in their careers.

### Fellowship Program

Almost a BCBA? Our Fellows have completed their fieldwork, are exam-eligible, and plan to sit within 60 days. This role lets you apply your ABA skills with real clients while still having a BCBA by your side for support and guidance.

### Board Certified Behavior Analyst (BCBA)

Once you pass the BCBA exam (hooray!), you step into a dynamic role supporting clients as they build meaningful, life-changing skills. BCBAs conduct assessments, create and monitor treatment plans, train caregivers, collaborate with RBTs, and guide clinical progress every step of the way.

### Senior Clinical Supervisor (SCS)

BCBAs with one year of certification can level up to Senior Clinical Supervisor! You'll maintain a caseload while leading new-hire training, taking on special projects, and supporting clinical excellence across your center. You'll also partner closely with CODs and CIOs to bring key initiatives to life.



## Clinical Operations Director (COD)

CODs are clinical leaders, BCBA's with at least three years of certification, who ensure high-quality services across an entire center. In this role, you'll collaborate with the Clinical Integrity Officer and Center Director to support BCBA's, guide center growth, and uphold InBloom's standard of care.

## Clinical Integrity Officer (CIO)

CIOs (also BCBA's certified 3+ years) oversee clinical quality across multiple centers in a region. You'll mentor CODs and BCBA's, partner with Center Directors, and ensure each location thrives. CIOs receive direct support from the Clinical VP to keep InBloom's clinical integrity strong across the board.

## Clinical Vice President (CVP)

CVPs (BCBA's with 5+ years of certification) help shape InBloom's future! Partnering with senior leadership, you support clinical teams across regions, lead strategic initiatives, and ensure clients and clinicians receive top-notch resources, all while upholding InBloom's culture and driving company-wide clinical impact.



## READY TO ELEVATE YOUR BCBA CAREER?

**Lead. Mentor. Make a Difference.**

Use your BCBA skills to empower RBTs and help children bloom!

**Text "BCBA" to 954-824-1452**

**Apply Today: [inbloomautism.com/careers](https://inbloomautism.com/careers)**