



# BEHAVIOR SERVICES OF THE ROCKIES (BSOTR) EMPLOYEE PROSPECTUS 2020

Behavior Services of the Rockies

BSOTR [www.bsotr.com](http://www.bsotr.com)





## Table of Contents

Purpose



Service Values



Employment Values



Impact



Why-How-What



Where



Join BSOTR



## Purpose

We strive to deliver the best quality behavior supports to improve the independence, inclusion, and overall quality of life for our clients by providing evidence-based, pragmatic treatment, consultation and teaching based on the principles of Behavior Analysis

Our goals are to: transfer and teach skills to clients and caregivers, to develop top-quality practitioners, and to expand the availability of high quality services throughout the region

We strive to protect the position of the "Behavior Analyst" in the region

We work to influence the metacontingencies impacting the practice and understanding of ABA in the region

We employ, develop, and empower behavior analysts to provide long-term meaningful behavior change for our clients

We strive to provide the best employment experience in the region, while improving the lives of those we serve across their life span



## Service Values

**Accessibility:** All individuals needing help should have access to quality behavior analysis anywhere in the region, not only in urban areas

**Convenience:** All individuals needing help should have the option of in-home services in the region

**Across the age-span:** We provide services to individuals of all ages and diagnoses

**Prompt Service Delivery:** All individuals needing help should have timely access to quality behavior analysis anywhere in their region, without being placed on a wait list

**Innovative:** We initiate new ways to improve services and support development in new regions

**Effective:** Our services result in long-lasting, socially important effects

**Individualized:** All programs and therapies are individualized to each client's personal needs, and are not cookie cutter approaches to treatment

**Evidence-Based:** Interventions and treatments are based on peer-reviewed research

**Fiscally Responsible:** Provide services in a manner that promotes practitioner success, sustainability, and the longevity of Behavior Analysis in the region.

**Ethical Decision-making:** provide services that adhere to the BACB's Professional and Ethical Compliance Code

**Pragmatic:** Interventions are realistic and easy to implement



**BEHAVIOR  
SERVICES**  
OF THE ROCKIES

## Employee Values

**Performance:** Meets and exceeds expectations, demonstrates proficiency on performance matrices

**Autonomy:** Recognizes when assistance is needed and when it is not, asks for help when needed

**Innovation:** Verbalizes novel ideas for improvement, initiates new ways to improve services.

**Assertive:** takes initiative, attempts solutions before presenting problems

**Teachable:** Responds to feedback, behavior change occurs following feedback

**Passionate:** Engages in emotional responding related to accomplishing our mission

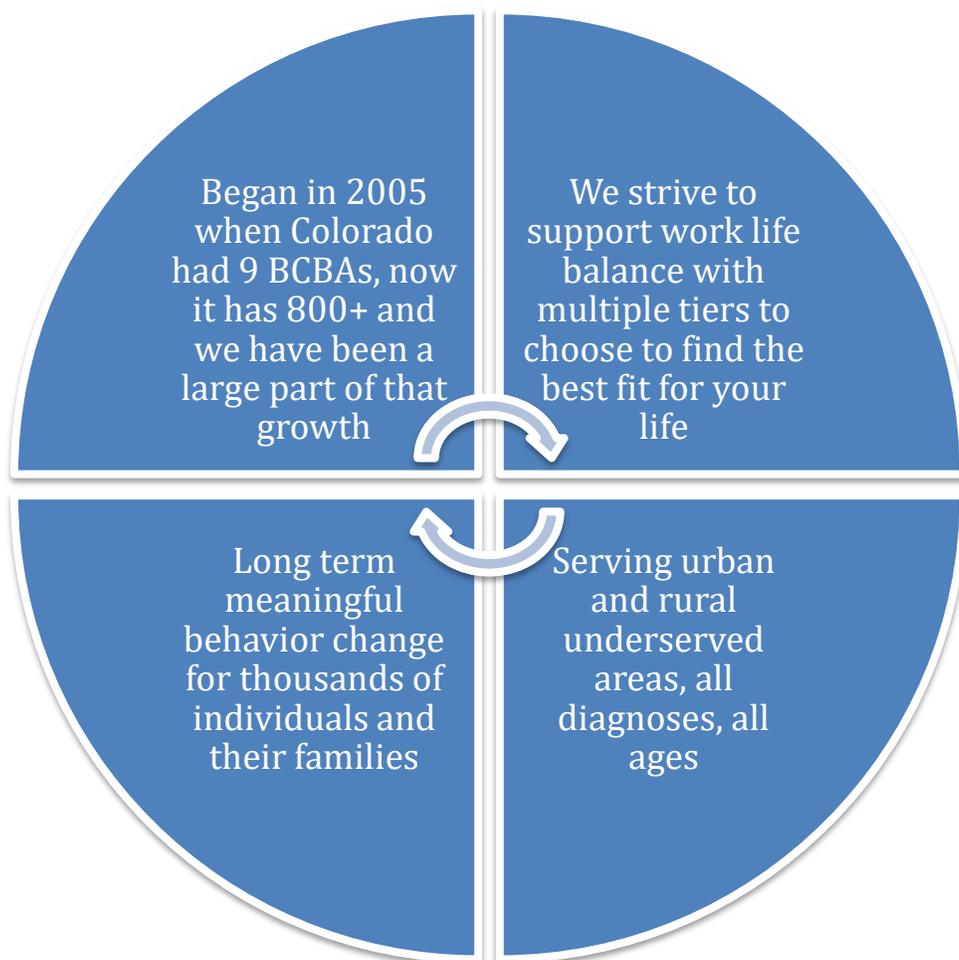
**Leadership:** Demonstrates successful management of self and others, draws others to them

**Encouraging:** Builds up the community and culture, encouraging others as a source of reinforcement



**BEHAVIOR  
SERVICES**  
OF THE ROCKIES

## Impact





## **The Why**

In 2005, Colorado was ready for evidence-based practice. Autism diagnoses were on the rise, and the adult system was warming up to the idea of behavior analysts. In 2007, the state recognized behavior analysts as practitioners in the adult waiver program. In 2010, the state insurance mandate for ABA treatment for children diagnosed with autism was passed. Need for behavior analysts with expertise in functional analysis and treatment for adults was also evident. Reaching underserved individuals, the ability for families to utilize insurance benefits for ABA treatments and building a reputation of excellence were among the driving forces behind BSOTR's expansion and growth over the years. We are passionate about reaching those who have been underserved. We have access to the most powerful technology to change lives and the world for the better: Behavior Analysis.



## **The How**

We employ top talent BCBAs to supervise every referral. We break the entire service area up into regions that are supported by seasoned veteran staff. These seasoned staff are supported by our Director of Services and Clinical Consultant. We use evidence-based functional assessments/analysis and skill assessments to inform individualized behavior therapies. Our therapy helps teach children and adults a safe or more appropriate way to communicate their wants. We employ BCaBAs to support growing caseloads while we recruit and hire additional talent from across the globe. This allows us to avoid a waitlist, helping fulfill our mission. In addition to providing continuing education funds, we bring in amazing educators and practitioners to provide workshops and training to help our behavior analysts continue to develop their skills and repertoires. We use Organizational Behavior Management (OBM) in our performance bonus system and throughout our policies and procedures to help motivate top performers, and to reinforce excellence in our employees.



## The What

Behavior Analysis teaches us that we need not view behavior as being caused by mystical mentalism. Instead, we know that behavior is impacted by contingencies. We can have a great impact on behavior by adjusting the environment and by providing new learning opportunities. BSOTR works to identify the “why” behind unsafe, dangerous, or problematic behaviors, while teaching more appropriate behaviors to accomplish a similar result. BSOTR also works to teach basic language, social skills, coping behaviors, and other skills to help our clients live more inclusive and happier lives. We strive to educate and develop our staff to use cutting edge approaches that have been proven effective in peer-reviewed research. We provide ethical, effective, and pragmatic services and training to change the world with ABA. We provide journal clubs, expert consultation, workshops, trainings, and continuing education funds to ensure our staff are the best and stay the best. We are set apart by our focus on **function**. BSOTR practitioners are not satisfied with descriptive assessments to inform their behavior plans, they manipulate independent variables to confirm hypothesized functions before implementing treatment plans, saving time, improving success, promoting fiscal responsibility, ethical, and best-practice.



## Colorado and beyond

All of this is happening in the most beautiful areas in the US. We serve the entire state of Colorado, NW New Mexico near Durango, and Cheyenne, Wyoming. The beauty of the mountains, the challenge of the ski slopes, the peaceful trails, the rivers, the eastern plains, city life, rural farms, amazing food and drink, and more. We invite you to come see it for yourself.





## **Join BSOTR**

Now we have told you a little bit about us, would you like to learn more? We would like to get to know you better. For most positions, we do our interviewing a little differently. We utilize a multi-tiered interview system involving different members of Leadership. This provides us with an opportunity for you to get to know us and us to get to know you. We also want to make sure you have a clear idea of the position, so we invite candidates to shadow with us. The shadow may be conducted via telehealth or in-person and may range from an hour to a couple of days. This allows you to see exactly what the job entails and to talk with several current employees, ask them whatever you like! This should provide us with a clear picture as to your skillset and whether you would be a good fit with the BSOTR family. It also provides you an opportunity to learn about the position from current employees and to make an educated decision about whether this is the job for you.

We offer competitive salaries, an amazing paid time off (PTO) system, medical/dental, and IRA with a match. We also provide a 90-day review that normally results in a salary increase (we like to get data on clinician's performance). Salary ranges are available on request. Please send your resume and letter of intent to [applicants@bsotr.com](mailto:applicants@bsotr.com).

### **Our Mission:**

Behavior Services of the Rockies (BSOTR) is a group of dedicated behavior analytic practitioners located in the Mountain West region of the United States. We strive to deliver the best quality behavior supports to improve the independence, inclusion, and overall quality of life for our clients by providing evidence-based, pragmatic treatment, consultation and teaching based on the principles of Applied Behavior Analysis (ABA). Our goal is to transfer and teach skills to clients and caregivers, and to develop top-quality practitioners to expand the availability of high-quality services throughout the region.

**Won't you join us?**