



# Welcome to Opal!

## About opal AUTISM CENTERS

Opal is a child-centric organization founded by operational and clinical experts that genuinely love the science of behavior change and the impact it has on children and their families.

For many of us, the love of caring for others and seeing transformational outcomes came at an early age, being either born into or raised by a healthcare family. Our ambition, compassion, quest for learning and high level of expectations are in our DNA.

### Our Locations

With eight locations and more to come, we are proud to provide diverse career opportunities at the following Opal Autism centers:

#### Idaho

Boise  
Meridian

#### North Carolina

Fayetteville  
Matthews  
Pinehurst  
South Charlotte  
University City  
Wilmington

### Join a culture of excellence

We have purposely built a unique culture to attract, engage and inspire the most skilled and passionate talent in our industry. Our inherent philosophy at Opal is to empower and equip our team with world-class systems, resources, mentoring, and coaching to ultimately do their best work in providing life-changing ABA therapy.

We carry smiles on our faces, compassion in our hearts, and embody an unparalleled fierce dedication to our Opal families.



Curiosity



Achievement



Impact



Authenticity



Join the Opal Team

Scan for Current  
Open Positions

opalautism.com  
careers@opalautism.com

**At Opal Autism Centers, we're not just building a team; we're committing to empower and equip our team with world-class systems, resources, mentoring, and coaching to provide life-changing ABA therapy. From admissions to graduation, we mentor strong industry leaders who pay it forward in their dedication to our learners and their parents.**

**Join Opal Autism Centers - Transform Lives as a BCBA!**

We're on the lookout for a dynamic and well-rounded Board-Certified Behavior Analyst (BCBA) to join our growing team. This is a unique opportunity to be a driving force in expanding our services and making a significant impact on the lives of children and families.

**About the Role:**

***Position:*** BCBA – clinical supervisor

***Job Type:*** Full-time

***Location:*** Center-Based

***Salary:*** Up to \$101,400.00 per year

**As a BCBA at Opal Autism Centers, you'll play a crucial role in the success of our center. We're seeking an ideal candidate who:**

- Thrives on engaging directly with clients, getting down on the floor, and fostering meaningful connections.
- Collaborates with team members, related services providers, families, and other agencies as appropriate
- Excels in providing parent training, ensuring families feel supported and equipped with the tools they need.
- Brings experience in treatment planning for children aged 18 months to 10, tailoring interventions to individual needs.
- Is motivated to provide engaging and effective supervision to our clinicians, fostering a collaborative and supportive team environment.
- Implements and upholds Opal's strategies to ensure clinical quality, compliance, staff engagement, and client satisfaction.

**At Opal Autism Centers, we're committed to enhancing your professional journey.**

**Here's what sets us apart:**

*1. Balanced Caseloads and Work-Life Harmony:*

- Striking the perfect balance! Benefit from small, center-based caseloads, ensuring quality service delivery, and flex days, fostering a healthy work-life equilibrium.

*2. Sign-on Bonus:*

- \$5,000 to welcome you to our team.

*3. Lucrative Relocation Bonus:*

- Ready to make a move? We've got relocation package options available to support your transition.

*4. Quarterly Bonus Program:*

- Elevate your earnings with our quarterly bonus program – potentially earning up to \$14,000+ annually! You're in complete control of these earnings!

*5. Comprehensive Training and CEUs:*

- Continuous learning is the key to success. Enjoy paid training, in house, and ongoing Continuing Education Units (CEUs) to fuel your professional growth.

*6. Professional Development Support:*

- Invest in your future with our assistance in professional development, empowering you to reach new heights in your career.

### *7. Dedicated Support Teams:*

- From scheduling to billing, our dedicated teams are here to streamline your workflow, providing the support you need.

### *8. Comprehensive Benefits Package:*

- Take charge of your well-being with a suite of benefits, including dental, vision, health, and pet insurance, employee assistance program, and a ClassPass subscription with monthly credits.

### *9. Generous Paid Time Off and Holidays:*

- Time for you! Enjoy a generous 3 weeks of PTO and 9 paid holidays to relax, recharge, and celebrate.

### *10. Financial Security:*

- Secure your future with a 401(k), life insurance, health savings accounts, HRA, FSA, Dependent Care Spending account options, and long/short-term disability coverage.

### *11. Employee Referral Bonuses:*

- Share the love! Be rewarded for referring talented individuals to join our thriving community.

### *12. No Strings Attached:*

- Feel the freedom! No non-compete contracts or contractual obligations to stay – choose to remain with us because you love what you do.

### *13. Room for Growth:*

- Chart your career path with our career succession planning, providing ample room for professional advancement. Become our next Assistant Clinical Director!

## **Skills & Qualifications:**

- Minimum of 6 months-1 year working as a BCBA
- Hold an active BCBA Certification & LBA
- Completion of BACB approved 8-hour supervision training
- Active CPR & First Aid Certification
- Criminal background check that is free of felonies or any offenses involving child abuse, sexual abuse, domestic violence and/or drug or alcohol related charges.
- Safety Care Certification within 30 days of hire (or as scheduled).
- Ability to lead and prioritize multiple tasks at a time in a dynamic environment without direct supervision
- Ability to identify areas of opportunity, develop a plan of action to improve, implement and evaluate plan effectively
- Strong service-oriented outlook and a focus on achieving defined operational standards
- Proficient in MS Office and computer systems (e.g. patient management software)
- Excellent communication and people skills
- Exceptional organizational and leadership skills
- Aptitude in resolving issues and conflicts
- Considerate and supportive communication style; warm, positive, upbeat demeanor

## **Physical Requirements:**

- Must be willing to commute to work in the center- we do not provide remote services
- Fluent in the English language
- Able to learn, demonstrate, and explain physical skills of moderate complexity
- Physically able to move from a standing position to one knee and back up, without assistance or support
- Normal functioning and range of motion in arms, legs, hips, wrists, back, neck, etc...
- Ability to lift up to 50lbs

**Explore all our current career opportunities here: [www.opalautism.com/careers](http://www.opalautism.com/careers)**

## ★ Elevating Benefits for Every Opal Team Member:

### Full-time schedules:

•Enjoy a consistent Monday-Friday workweek with no nights or weekends required.

### Comprehensive administrative support:

•Our dedicated team assists with credentialing, block scheduling, billing, and compliance, ensuring smooth operations.

### Essential resources provided:

•Opal supplies you with all the necessary materials and tools to excel in your role, empowering your success.

### No employment contracts:

•We believe in flexibility and trust, with no binding contracts tying you down.

### Pathways to growth:

•Unlock your potential with promotion and career advancement opportunities tailored to your aspirations.

### Annual company conference:

•Join us for our annual gathering where we celebrate achievements, share insights, and foster connections.

### Generous paid holidays:

•Enjoy 9 paid holidays throughout the year to recharge and spend time with loved ones.

### Comprehensive health benefits:

•Access robust health, dental, and vision insurance options, with Opal covering 76% of health insurance premiums.

### Additional perks:

•Embrace financial wellness with 401k, HSA, and HRA plans, along with pet insurance for your furry companions.

### Peace of mind:

•Rest assured with company-provided Professional Liability and Workers Compensation Insurance for added security.

## Enhanced Benefits for Board Certified Behavior Analysts:

### Competitive compensation:

•Enjoy a salary that reflects your expertise and dedication & a warm welcome with sign-on bonuses to kickstart your journey with us.

### Relocation assistance:

•Transition smoothly with our relocation packages, designed to support you in your move.

### Performance incentives:

•Stay motivated with our quarterly bonus program, rewarding your hard work and achievements.

### Ongoing professional development:

•Access comprehensive training and Continuing Education Units (CEUs) to enhance your skills and knowledge.

### Generous paid time off:

•Enjoy a healthy work-life balance with three weeks of paid time off annually.

### Supportive work environment:

•Cultivate a fulfilling career in a supportive and nurturing atmosphere.

### Career advancement opportunities:

•Explore pathways to progress in your career, with opportunities to grow.

## Exclusive Perks for Student Analysts:

- No cost student analyst program
- Supervision of fieldwork hours and accrual planning provided at no cost by seasoned Board-Certified Behavior Analysts
- Freedom from employment contracts

## Empowering Your Success:

- Comprehensive support
- Access to skill-enhancing training and CEU opportunities
- Engaging team-building activities to foster camaraderie and collaboration
- Personalized career development plans for ongoing professional growth

Ask us about getting your RBT Certification!



Opal is a proudly accredited ACE program with the ability to offer official CEUs to our clinicians

## Opal's Pathway to Excellence

### Board Certified Behavior Analyst



### Behavior Technician

