

# WE ARE HIRING!

Functional Behavior Services (FBS) is a locally owned behavioral and mental health private practice seeking a BCBA/LBA or BCaBA/LBA to join our collaborative, growing team. We welcome both newly certified and experienced clinicians.

Locations: Marquette, Escanaba, & Houghton, MI  
(Hybrid/remote options available)

Travel: Regional UP travel required; mileage & lodging covered

## WHY JOIN FBS?

- Supportive, collaborative, multidisciplinary team
- Strong work-life balance and flexible scheduling
- Meaningful, ethical clinical work
- Opportunities for growth and leadership

## COMPENSATION & BENEFITS

*Wage is commensurate with certification level and years of experience. Current wage level will be taken into consideration during the hiring process to determine alignment and potential match.*

Full-Time Benefits Include:

- BCBS health, dental & vision (70% employer-paid)
- SIMPLE IRA with 3% employer match
- Paid time off + 9 paid holidays
- Built-in holiday downtime with the extension of holiday breaks.
- Ongoing training & professional development

## RESPONSIBILITIES

- Conduct evaluations; complete FBAs & BIPs
- Manage a clinical caseload
- Supervise & consult with RBTs and direct staff
- Collaborate with families and multidisciplinary teams
- Maintain timely, accurate documentation
- Direct ABA service delivery as needed

## QUALIFICATIONS

- BCBA/LBA or BCaBA/LBA certification & licensure
- Strong communication & organizational skills
- Valid driver's license & reliable transportation
- Ability to work flexible hours
- Background check required

**For more information or to apply online, visit our website at:**