

# BHW Career Pathway

## Clinical Pathway



Behavioral Therapist

Lead Therapist

Senior Therapist

Case Supervisor

Program Supervisor

Manager

Director

### What You Can Do Now

Absorb as much clinical hands on experience as you can. Follow the BHW competencies.

Begin teaching parents ABA skills via parent consultation.

Begin mentoring new behavioral therapists.

Begin helping all assigned therapists become great therapists and develop your skills to resolve clinical issues at the lowest levels.

Continue to develop your leadership skills and begin mentoring other case supervisors. Begin looking into leadership development programs or doctoral programs for more formal training.

Continue to grow in your ability to support clinical supervision staff while developing strong relationships with our payors.

Master the clinical operations of BHW's programs and continue to nurture deep relationships with payors.

### What to Aim For

Master your expected competencies and ask your supervisor for feedback to continually evolve and improve as a therapist.

Learn how transfer ABA skills to parents while continuing to develop your clinical skills as a therapist.

Begin developing mentorship skills that can result in becoming a well-rounded supervisor. Test your own skills by helping other fellow therapists when applicable.

Become the "hands-on" supervisor who models and is widely respected among therapists and peers for creativity and "can-do" attitude.

Become the trusted supervisor the company can count on to work with the most challenging clients and payors.

Become highly valued support to the clinical supervision staff and a strong liaison between the payor/families and BHW.

Become the respected BHW regional leader who leads by example, is available to his/her reporting staff, and is well-liked by all payors.

### What BHW Looks For

High-energy therapists who have great rapport with the families they work with. Proven track record of timely submissions with administrative paper work.

Therapist who have great working relationships with parents and who are described by parents as "hands-on" trainers.

Therapists who have an earnest desire to help improve others around them.

Case Supervisor with potential to assist other supervisors with clinical programmatic challenges.

Program supervisors with leadership skills and/or potential who thrive on the success that they can bring out of others.

Program managers with exceptional clinical, leadership, and interpersonal skills who can rise to all challenges. Additionally, must display ability to be flexible and have strong reasoning skills.

A director who is willing to do "whatever it takes" to get the job done correctly and can lead a team of dedicated staff to perform in BHW's mission-driven culture.

### Why You Want to Move Forward

Becoming a lead therapist will allow you to formally work with parents in the capacity of a parent consultant.

Becoming a senior level therapist allow you to begin mentoring new therapists.

Moving from direct intervention to supervising cases will allow you to positively impact even more families.

You will obtain more experience in program oversight of case supervisors and the opportunity to work with more funders such as private insurance payors.

To obtain experience in coordinating programs and having more widespread impact on the clients we serve. Moving from less direct field work to more strategic coordination of programs.

To begin managing teams of supervisors and work more directly with BHW leadership executives on clinical strategy development.

Directors can progress into executive leadership roles within the company if their skills are commensurate with the position and if the position becomes available.

### What You Need for the Next Step

Bachelor's degree with 1 yr+ of ABA experience.

Bachelor's degree with 2+ yrs of ABA experience.

Master's degree in a related field. Consider the MA degree and ABA certificate offered conveniently and jointly through National Univ and BHW. Need 3+ yrs directly in ABA.

Work on obtaining your license and/or BCBA certificate. BWH provides pre-license supervision and helps prepare you for your board exam.

Consider leadership training and/or doctoral degree programs.

Consider leadership training and/or doctoral degree programs.

Consider executive leadership training, MBA, and/or doctoral degree programs.