

BHW Career Pathways

Mapping Your Future

Clinical Pathway



	Behavioral Interventionist	Behavioral Therapist	Lead Therapist	Senior Therapist	Associate Supervisor	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.	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 Clinicians to become great therapists and develop your skills to resolve clinical issues at the lowest levels.	Begin helping all assigned Clinicians to 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 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 continues 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.	Master your expected competencies and ask your supervisor for feedback to continually evolve and improve as a therapist.	Learn how to 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 with a "can-do" attitude.	Become the "hands-on" supervisor who models and is widely respected among therapists and peers for creativity with a "can-do" attitude.	Become the trusted supervisor the company can count on to work with the most challenging clients and payors.	Become a highly valued support person 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.	High-energy therapists who have great rapport with the families they work with. Proven track record of timely submissions with administrative paper work.	Therapists 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.	Associate Supervisor with potential to assist other supervisors with clinical programming challenges.	Case Supervisor with potential to assist other supervisors with clinical programming 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 lead therapist will allow you to formally work with parents in the capacity of a Parent Consultant.	Becoming a senior level therapist allows 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.	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	Complete your Bachelor's degree and transition to a Behavior Therapist. Complete your Bachelor's degree with 1 yr. ABA experience and transition to Lead BT.	Bachelor's degree with 1 yr+ of ABA experience.	Bachelor's degree with 3+ yrs of ABA experience.	1. For Case Supervisor consideration: Master's degree in a related field. 2. For Associate Supervisor consideration: Must currently be in progress with Master's program in a related field.	Complete your Master's degree in order to advance as a Case Supervisor.	Work on obtaining your license and/or BCBA certificate. BHW provides pre-license supervision and helps prepare you for your board exam. Need 2 yrs directly in ABA.	Consider leadership training and/or doctoral degree programs.	Consider leadership training and/or doctoral degree programs. BCBA credentialed.	Consider executive leadership training, MBA, and/or doctoral degree programs.

Administrative Pathway



	Assistant	Coordinator	Specialist	Manager	Director
What You Can Do Now	Absorb as much knowledge as you can about the company and your primary job functions.	Continue to develop your leadership skills and begin mentoring assistants and interns.	Continue to develop your leadership skills and begin mentoring assistants and interns.	Continue to grow in your ability to support administrative staff while developing strong relationships with our vendors.	Master the administrative operations of BHW's programs and continue to nurture deep relationships with vendors.
What to Aim For	Master your tasks and ask your supervisor for feedback to continually evolve and improve as an assistant.	Become the trusted coordinator the company can count on who always gets the job done and done correctly.	Become the trusted Specialist the company can count on who always gets the job done and done correctly.	Become a highly valued support to the administrative staff and a strong liaison between the payor/families and BHW.	Become a respected BHW director who leads by example, is available to his/her reporting staff, and well-liked by all vendors.
What BHW Looks For	High-energy assistants who have great rapport with BHW's clients and employees. Proven track record of going above and beyond what's required of them.	Coordinators with leadership skills and/or potential who thrive on the success that they can bring out of others.	Specialists with leadership skills and/or potential who thrive on the success that they can bring out of others.	Managers with exceptional leadership and interpersonal skills who can rise to all challenges. Additionally, must display ability to be flexible and have strong reasoning skills.	Directors are held accountable and responsible for all aspects of the company. They go the extra mile to get the job done and done right. They have the ability to lead a team of dedicated staff to perform BHW's mission-driven culture.
Why You Want to Move Forward	Becoming a coordinator will allow you to work more closely with a Manager in coordinating BHW's operational efforts.	To obtain experience in managing programs and employees and having more widespread impact on the clients we serve. Moving from less direct work to more strategic management of people, processes, and programs.	To obtain experience in managing programs and employees and having more widespread impact on the clients we serve. Moving from less direct work to more strategic management of people, processes, and programs.	To begin managing teams of coordinators and work more directly with BHW's executive leadership team on 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	1+ yr with outstanding reviews and a recommendation from your supervisor.	Coordinator with 2+ years of outstanding reviews.	Consider executive leadership training, MBA, and/or degree programs.	Consider executive leadership training, MBA, and/or degree programs.	Consider executive leadership training, MBA, and/or degree programs.

BHWers Are...

C Creative

Continue to grow in your ability to support administrative staff while developing strong relationships with our vendors.

A Adaptable

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

R Respectful

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

E Exceptional

To begin managing teams of coordinators and work more directly with BHW's executive leadership team on strategy development.

S Synergistic

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