



Now hiring: Registered Behaviour Analyst
R.B.A. (Ont.) | BCBA certification an asset

About us

We're **Pearl Inspirations** – an interdisciplinary team powered by science, heart, and a dash of sparkle. Founded by a **dually qualified SLP–BCBA and Registered Behaviour Analyst**, we blend evidence-based practice with creativity and compassion to help children and youth build meaningful skills, strengthen connections, and participate more fully in everyday life.

We're seeking a **Registered Behaviour Analyst** to expand our services and join our collaborative team. If you value individualized care, thoughtful clinical decision-making, and learning alongside other professionals, we'd love to connect.

Benefits of joining our team

- **Flexibility and balance.** We design caseloads with sustainable workloads and work-life balance in mind. Enjoy flexible scheduling, supportive leadership, and a culture that recognizes that caring for others starts with caring for yourself.
- **Personalized caseloads.** Every clinician - like every learner - is unique. Your caseload will reflect your strengths, interests, professional goals, and areas of competence. Whether you're passionate about early intervention, functional communication, adaptive skills, learning readiness, or supporting learners with complex needs, you'll have a voice in shaping your work.
- **Professional growth and mentorship.** Grow your skills and confidence through mentorship, continuing education opportunities, and regular case collaboration. We value curiosity, reflective practice, and clinicians who keep asking how we can do better.
- **Meaningful, learner- and family-centred work.** Help children and youth communicate their needs, develop independence, build relationships, and participate in activities that matter to them. We celebrate progress that makes a meaningful difference in everyday life.
- **Evidence-based practice meets creativity.** We love the science of learning and believe intervention should be engaging, responsive, and full of heart. Blend naturalistic teaching, play, direct instruction, and other evidence-based approaches according to each learner's needs.
- **An interdisciplinary environment.** Work closely with speech-language pathologists, supervised therapists, caregivers, educators, and other professionals to develop coordinated, practical supports.



Responsibilities Include

- Conduct individualized **behavioural and skill assessments**, including functional behaviour assessment and/or functional analyses when indicated and within your competence. Track outcomes of individualized goals and curriculum implementation to evaluate and report on meaningful progress.
- Collaboratively identify goals that reflect **learner preferences, family priorities, meaningful participation, and quality of life**.
- Develop, implement, and evaluate **individualized ABA programs** addressing areas such as functional communication, play, social interaction, adaptive skills, learning readiness, and independence.
- Develop **function-based behaviour support plans** that prioritize prevention, skill development, functional communication, safety, and dignity.
- Incorporate **informed consent, ongoing attention to learner assent, autonomy, and compassionate care** throughout assessment and intervention.
- Provide **direct services** in addition to **clinical supervision of assigned team members**, including observation, modelling, competency-based training, feedback, and monitoring of implementation, while upholding minimum standards outlined by the BACB.
- Coach caregivers and collaborate with educators to support practical strategies and generalization across everyday routines.
- Collaborate with SLPs to support **multimodal communication, including AAC**, within your professional competence and the learner's coordinated care plan.
- Establish useful measurement systems, review and graph data, monitor progress, and adjust intervention based on outcomes and learner feedback.
- Maintain accurate assessments, treatment plans, supervision records, progress reports, and clinical documentation in accordance with applicable professional, ethical, and privacy requirements.
- Participate in team meetings, case discussions, and ongoing professional learning.
- Build trusting relationships with learners and families, bringing flexibility, curiosity, and a sense of play to your work.

Qualifications

- **Current registration in good standing with the College of Psychologists and Behaviour Analysts of Ontario (CPBAO), authorizing autonomous practice as a Behaviour Analyst.**



- A master's degree in applied behaviour analysis, psychology, education, or a related field.
- **Board Certified Behavior Analyst (BCBA or BCBA-D) certification considered an asset.**
- Experience or a strong clinical interest in supporting children and youth, including autistic learners and individuals with developmental disabilities or complex communication needs.
- Skills in behavioural assessment, individualized program development, understanding of curriculum design, data analysis, and evaluating treatment effectiveness.
- Experience providing clinical supervision, staff training, or caregiver coaching considered an asset.
- Commitment to evidence-based, compassionate care that respects learner dignity, autonomy, and individual differences.
- Enthusiasm for interdisciplinary collaboration and learner- and family-centred practice.
- Strong communication, organization, clinical reasoning, and documentation skills.
- A valid driver's licence and access to a reliable vehicle for **community and in-home services.**
- Professional liability insurance appropriate to the role.
- A satisfactory Police Vulnerable Sector Check.
- Approved Ontario Autism Program (OAP) Provider considered an asset
- **Additional assets:** Experience with AAC, naturalistic developmental behavioural interventions, knowledge of verbal behaviour, contextual behaviour analysis, direct instruction, precision teaching, adaptive skill development, experience with the Early Behavioural Intervention Curriculum (EBIC), and/or delivery and supervision of services funded through the Ontario Autism Program.

Salary Grid

- **Our** full-time salary grid ranges from \$80,000–\$110,000 annually, **based on experience, relevant competencies, and responsibilities.**
- This opening begins as a **part-time hourly position**, with the intention of growing toward a full-time salaried role as the caseload develops.
- **Part-time employment includes** paid indirect clinical work and administrative time.
- Independent contractor arrangements may also be considered, with compensation and terms discussed separately.
- Successful candidate will be eligible for our benefits package following probationary period.

Interested in joining us?

Send your résumé and a brief introduction to joinourteam@pearlinspirations.ca. Tell us about your clinical interests, your approach to supporting learners and families, and what you hope to find in your next role.



Pearl Inspirations welcomes applicants with diverse backgrounds and experiences. Accommodations are available throughout the recruitment process; please let us know how we can support your participation.

Bring your science, your compassion, and your spark.

Successful applicants will be contacted for an interview at our earliest convenience.

At Pearl Inspirations, we believe everyone deserves to shine.

We're an inclusive, compassionate, and evidence-based practice dedicated to supporting the wellness, independence and communication growth of children and youth in our community. Through education, empowerment, and collaboration, we work alongside caregivers and professionals to create lasting, meaningful change.

We are committed to fostering a welcoming, accessible, and equitable recruitment process. If you require any accommodation or support in accordance with the Ontario Human Rights Code or the Accessibility for Ontarians with Disabilities Act (AODA), please let us know how we can best assist you during your application process - or contact us directly at joinourteam@pearlinspirations.ca.

At Pearl Inspirations, we value fairness and transparency in every part of our hiring process. While various platforms may use some AI tools to help organize and screen applications, every qualified résumé is personally reviewed by our team, and all interviews and hiring decisions are made by people, not automated systems or algorithms.