



Bilingual Board-Certified Behavior Analyst (BCBA)

Children's Inclusion Support Services

Full-time · Permanent · Non- Unionized

Join the team at Andrew Fleck Children's Services and take on an exciting supervisory management opportunity as a Bilingual Board-Certified Behavior Analyst (BCBA), leading the Behavior Program within Children's Inclusion Support Services (CISS) at Andrew Fleck Children's Services!

In this leadership role you will be instrumental in help shaping system-wide practices by guiding and training both the CISS team and community partners to foster inclusive, supportive environments for all children. You will develop, coordinate and oversee behavior strategies, data collection, and the implementation of individualized behavior and safety plans. You'll play a key leadership role in advancing the inclusion goals of the CISS Program, city wide, by providing expert leadership and consultation, coaching, training, and developing resources.

Available from: February 17th, 2026
Salary: \$82,933.50 to \$88,686.00
Hours: 37.5 hours per week, 7.5 hours per day
Location: 700 Industrial Avenue, Ottawa, ON
Closing date: February 1st, 2026
Apply: E-mail: hrrecruiting@afchildrensservices.ca

What Andrew Fleck Children's Services offers...

- ✓ Competitive salary above market rate
- ✓ Comprehensive benefits package including 4 weeks of vacation, Health and Dental plan, Employer matching RRSP program at 6% of salary
- ✓ 18 days of sick leave per year and 9 days of special leave, including 2 personal days
- ✓ A unique culture that fosters leadership, responsiveness, communication, and teamwork
- ✓ A place where your opinions will be respected, and your contributions valued
- ✓ A chance to grow – personally and professionally – through our comprehensive orientation program, on-the-job learning, and in-house and external training
- ✓ A strong commitment to equity and diversity in the workplace and community

In this role you will...

- ✓ Have significant independent decision- making authority to plan, direct, implement and oversee the CISS Behaviour program for services to the City of Ottawa.
- ✓ Review and submit budgets for the Behaviour Program
- ✓ Introduce and use evidence-based strategies to enhance educator and consultant knowledge, skills, and practices.
- ✓ Lead the development of training, coaching, and ongoing support resources for childcare center educators on intervention techniques, Behaviour guidance strategies, and positive Behavioural support.
- ✓ Provide leadership, direction, and oversight to Behaviour Consultants and Resource Consultant teams on all Behaviour strategies and plans supporting children in licensed childcare programs.
- ✓ Conducts functional Behaviour assessments (FBAs) and other assessments to identify the needs of children, evaluate their progress, and develop effective intervention strategies.
- ✓ Design, implement, and evaluate individualized Behaviour and safety plans using evidence-based approaches to promote children's emotional and social development.
- ✓ Contribute to the development and continuous improvement of Behaviour guidance programs within the early learning environment.
- ✓ Ensure that programs align with Ontario's Ministry of Education guidelines and licensing regulations for child care settings.
- ✓ Maintains accurate records, ensures adherence to health and safety standards, and supports organizational compliance with all relevant regulations

To qualify for this role you have...

- ✓ Bilingualism (French and English) is mandatory
- ✓ Master's Degree in Applied Behavior Analysis, Psychology or related field
- ✓ Strong knowledge of the functional behavioral assessment (FBA) process
- ✓ Proven behavioral intervention experience with children/ with ASD and/or other complex needs in an early learning environment
- ✓ Minimum of 2-3 years of experience as a BCBA in a group childcare environment
- ✓ Demonstrated ability/experience working within a consultative model
- ✓ Experience working with children with developmental disabilities, including autism spectrum disorder (ASD), is preferred.
- ✓ Knowledge of early childhood education principles, Ontario's child care licensing regulations, and Ministry of Education standards

We are an equal opportunity employer. We thank all applicants for their interest; however, only those selected for an interview will be contacted. Should the applicant require any accommodations during the application process, please notify Human Resources at hrrecruiting@afchildrensservices.ca.

