

CAREER LADDER

	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6
TITLE	Therapist	Mentor	Clinic Lead			Admin Team Role
PERKS	Flexible Hours FFS compensation structure CEU Reimbursment Multiple disciplinary team	Additional compensation Develop leadership and management skills Reinforcement of own skills Personal growth	Additional compensation Personal and professional growth Input into strategic planning Input into company/clinic goals Evaluates and modifies mentorship program			Additional compensation Leadership role Create and implement new policies and procedures Assist with growth planning Aid in opening new clinics Impact sales and marketing
REQ.	Licensure Ability to manage you own schedule	Buy in to company culture and values Positive parent reviews Peer support and recommendation Leadership qualities Ability to manage caseload	Minimum 2 years with CK Record of positive mentoring relationships Buy into company culture and values Demonstrate ownership of clinic outcomes			Minimum 5 years with CK Demonstration of leadership values and qualities Ability to think outside the clinical box
TITLE	FDPA	Office Manager			Admin Team Role	
PERKS	4 day work week Competitive pay Structured training/process	Additional compensation Develop leadership and management skills Personal and professional growth			Additional compensation Leadership role Aid in opening new clinics Participate in strategic planning and implementation of new procedures Expand knowledge of service	
REQ.	Bachelor's degree Previous healthcare or front desk experience Leadership qualities self-motivated	1 year with CK Track record of ownership and leading by example Desire for new growth opportunities			4 years with CK Successful in role as Office Manager or other Team player Excellent communication skills	
TITLE	Behavioral Technician	RBT	Lead RBT	BCaBA		BCBA
PERKS	Flexible hours Company-paid Training for RBT certification "Real-World" learning environment	Increased earning potential Full benefits	Increased earning potential Full benefits Access to Student Program to pursue BCaBA	Increased earning potential Able to evaluate and help modify Learner POC Access to Student Program to pursue BCBA		Increased earning potential Retirement Legacy Opportunity to serve as a trainer/consultant/CEU provider Recommendation and mentoring from Senior BCBA
REQ.		Completed RBT Certification	Participation in Proctor Training/Mentorship Demonstrates a strong clinical competency Demonstrates Ownership of clinical outcomes and quality measures	Can provide RBT supervision and training Increased level of Care Oversight and Development		Oversight and mentorship of BCaBA Evaluates and delops POC in collaboration with family and Psychologist Works directly with Program Psychologist Increased level of Care Oversight and Development Strong Clinical Skills and Understanding of optimal service delivery