



## Interview Questions for BCBAs

### Key Ethics Indicators

#### **ORGANIZATIONAL ALIGNMENT**

1. Do you have a mission statement? how does that align with your business objectives?
2. What are some metrics you use to determine organizational success?
3. What are the metrics used to measure successful client outcomes?
4. What are the metrics used to measure successful financial outcomes?

#### **ETHICS**

1. Do you have an ethics committee? How does that operate?
2. Do you have an employee grievance policy?
3. How do I report ethics issues?
4. What is your process to resolve ethics issues?
5. What is your commitment to ensuring that BCBAs and RBTs can adhere to the BACB Ethics Code?



## CLINICAL OUTCOMES

1. What are the metrics used to determine successful client outcomes?
2. How often is that evaluated?
3. What controls do you have in place when a client isn't making gains within a reasonable time period?
4. Tell me how supervision works. How are supervisors evaluated?
5. How many RBTs (or behavior techs) will I be expected to supervise?
6. How many cases will I be managing?
7. What does your professional development program look like? Do you provide internal training? How many hours?
8. What type of continuing training do RBTs receive?
9. What policies do you have in place to ensure that RBTs are given opportunities to become better clinicians?
10. How much interaction will I have with clients?
11. What's your turnover rate among BCBAs?
12. What's your turnover rate among RBTs?



## **EMPLOYMENT PRACTICES**

1. Can I look at the contract you use for BCBAs?
2. Will I need to sign a non-compete agreement? How far does the non-compete cover?
3. What metrics will be used to determine my success?
4. Do you have an incentive compensation program? What does that look like?
5. What % of your BCBAs are full-time employees?
6. What % of your RBTs are full-time employees?
7. Are your RBTs (and/or behavior techs) W-2 employees?

## **CLIENT SATISFACTION**

1. Do you measure customer satisfaction?
2. How do you measure it?
3. What's the frequency?
4. What are the metrics used to determine client satisfaction?
5. What process do you have in place to address customer concerns?



## **BILLING PRACTICES**

1. Will I be able to review and sign off on billing?
2. Do you have an organization-wide minimum billable hour policy?
3. How many cases will be assigned to me?
4. What is your policy on billable hours?