

STATE OF NEBRASKA CLASS SPECIFICATION
BEHAVIOR ANALYST
BOARD CERTIFIED BEHAVIOR ANALYST

EST: 7/2009: REV: 10/10
CLASS CODE: H76271
CLASS CODE: H76272

DESCRIPTION: Under the direct supervision by a licensed psychologist or equivalent, positions in this classification series provide behavioral assessments and develop Behavior Treatment Intervention Plans to enhance adaptive behaviors and diminish maladaptive behaviors of persons with developmental disabilities and/or mental illness. Provides in-service training to unit staff regarding behavioral assessment, interventions; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: This class series consists of two levels of work providing behavior analysis related work for persons with developmental disabilities and/or mental illness. Work performed by both the Behavior Analyst and Board Certified Behavior Analyst class is similar; however positions classified to the Board Certified Behavior Analyst have been certified by the Behavior Analyst Certification Board (BACB), and provides expert level Behavior Analyst analysis. Positions classified to the Behavior Analyst class will be working towards obtaining the board certification within two years and may have requirements as outlined in the special note section of this class specification. Both classes are distinguished from the Psychologist series by absence of licensure as a Psychologist. These classes are also distinguished from the Licensed Mental Health Practitioner class by absence of licensure as a Mental Health Practitioner.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Assess behavior functioning utilizing information from psychological evaluations, social work assessments, individual history, and direct clinical observations in order to recommend treatment dispositions.

Develop Assessment Intervention Plans that address acute and chronic behavior difficulties, document treatment interventions, progress notes, document assessment and treatment activities to comply with governing standards.

Provide individual and group behavioral interventions when necessary and appropriate utilizing theory-based approach of applied behavior analysis

Provide indirect behavioral services to participants though assisting the IDT (Interdisciplinary Teams) in day to day problem solving; designs and provides in-serve training on behavior interventions through theory-based approach of applied behavior analysis. Coordinates interdisciplinary team meetings and/or serves as a member to ensure completeness of individual treatment plans or other case management functions or to update treatment plans

Oversees treatment interventions to ensure appropriateness and effectiveness; advocates and promotes use of appropriate treatment methods to ameliorate, reduce or resolve behavioral concerns

Advocates and promotes the use of appropriate treatment methods to ameliorate, reduce or resolve identified behavioral concerns

Provides information/training to families regarding the treatment of the family's member utilizing the approaches of applied behavior analysis

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Serves as a consultant on Outreach Treatment Services in the community. Serves as an expert consultant to the facility and the State of Nebraska in the area of behavioral interventions

Provides peer review and assistance for treatment and habilitation being provided by other members of the facility. Conducts and assists in the completion of professional research as requested

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED: (These are needed at entry level to perform the work assigned.)

Knowledge of: Learning needs of individuals with developmental disabilities and/or mental illness; scientific methods and procedures of understanding, predicting, and influencing human behavior.

Ability to: communicate to persons served, other staff, families, and other agencies; monitor patient progress and recommend new strategies; prepare written reports; document findings and treatment; conceptualize, integrate and express interdisciplinary input; explain the significance of behavior patterns and signs to patients and other team members; assess and interpret behaviors; assess the effectiveness of the treatment intervention; communicate individuals' programs and issues; make effective reports, studies, and recommendations; establish and maintain working relationships with staff, clients and families.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Master's degree required in Human Services or related field.

SPECIAL NOTE:

Incumbents are required to be a Board Certified Behavioral Analyst within two years of employment.

Incumbents classified to the first level Behavior Analyst class may be required to complete a 600-hour clinical internship in an applied setting while pursuing board certification. Additionally, these incumbents may also be required to complete 1500 hours of Supervised Independent Fieldwork in behavior analysis while under supervision of a Board Certified Behavior Analyst. This may require on-site supervision provided by a Licensed Psychologist (or equivalent) and/or a BCBA certified behavior analyst or equivalent.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).