

DESCRIPTION: Under the direct supervision by a licensed psychologist or Board Certified Behavior Analyst, positions in this classification provide behavior assessments and develop Behavior Support Plans (BSS's) to enhance adaptive behaviors and diminish problematic behaviors of persons with developmental disabilities and/or mental illness. Provides in-service training to direct support staff and others regarding behavior assessment, interventions; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

This is the first level in the series of three: Behavior Analyst, Board Certified Behavior Analyst, and Board Certified Behavior Analyst Clinical Supervisor. Incumbents in this series perform work providing behavior analysis 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 independently provide expert level behavior analysis. Positions classified to the Behavior Analyst class will be working towards obtaining the board certification within three years and may have requirements as outlined in the special note section of this class specification.

This class series is 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 function utilizing information from psychological evaluations, social work assessments, individual history, structured tools, and direct clinical observations in order to recommend treatment dispositions.

Develop Behavior Support Plans that address acute and chronic behavior difficulties, document interventions, progress notes, document assessment and intervention activities to comply with governing standards.

Provide individual and group behavior interventions when necessary and appropriate utilizing the theory-based, empirically validated approach of Applied Behavior Analysis.

Provide indirect behavior services to participants through assisting the IDT (Interdisciplinary Teams) in day-to-day problem solving; designs and provides in-service training on behavior interventions through the theory-based, empirically validated 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 behavior concerns.

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

Prepares and assists with the provision of community training, as assigned and supervised by the BCBA Clinical Supervisor.

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 (Applied Behavior Analysis).

Ability to: communicate to persons served, other staff, families, and other agencies; monitor progress and recommend new strategies; prepare written reports; document findings and interventions; 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 or equivalent required in behavior analysis, human services, education, psychology or related field.

SPECIAL NOTE:

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

Incumbents hired as a Behavior Analyst may be required to complete 1500 hours of Supervised Independent Fieldwork in behavior analysis while under supervision of a Board Certified Behavior Analyst; 1,000 hours of Practicum or 750 hours of Intensive Practicum in behavior analysis within a university practicum program. This may require on-site supervision provided by a Licensed Psychologist (or equivalent) and/or a Board Certified Behavior Analyst with BACB supervisory certification 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).