

STATE OF NEBRASKA CLASS SPECIFICATION
**BOARD CERTIFIED BEHAVIOR ANALYST CLINICAL
SUPERVISOR**

EST: 07/14
CLASS CODE: V72443

DESCRIPTION: Under the direct supervision by a licensed psychologist or equivalent, provide required clinical supervision and training to candidates seeking certification as a Board Certified Behavior Analyst (BCBA), students enrolled in programs that require clinical experience in behavioral analysis, or Behavioral Analysts and BCBA's reporting directly to them. Clinical supervision includes but is not limited to guiding and instructing on appropriate behavior intervention strategies, development or modification of behavior support plans, and assessing and documenting client behavior. Serve as an expert consultant to State entities and community providers in the area of behavioral interventions for persons with developmental disabilities and/or mental illness. Manage the behavioral services provided at an Intermediate Care Facility (ICF) and the in-service training to staff regarding behavioral assessment and 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 third 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. The BCBA Clinical Supervisor is distinguished from the Board Certified Behavior Analyst by the required supervisory certification from the Behavior Analyst Certification Board. There is an emphasis in developing, modeling, and teaching the use of applied behavioral analysis principles to students of behavioral analysis, community providers, and entities seeking assistance with behavioral intervention plans. 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.)

Supervises and evaluates the work of Behavioral Analysts and Board Certified Behavioral Analysts and support staff members by effectively recommending personnel actions related to selection, work schedules and assignments, performance, leave requests, grievances, and disciplinary procedures.

Provide direct clinical supervision to Behavior Support Specialists working in Behavioral Support, Behavior Analysts, BCBA's, and candidates seeking certification as a Board Certified Behavioral Analyst. Provide informal clinical supervision to students requiring clinical experience in behavioral analysis and Behavior Support Specialists in other facility units.

Determine if potential BCBA students will be accepted for supervision and the appropriate course of study/experience needed for each student, following Behavior Analysis Certification Board requirements. Prepare Behavior Analysis Certification Board-approved supervision contract. Provide professional analysis and evaluation of student progress and performance.

Manage the efficient use of staff and resources including, but not limited to organization of work, size of caseload, acquisition of equipment, or other needed resources.

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Train, model and teach the use of applied behavior analysis principles to: assess the function of a challenging behavior; develop appropriate treatment strategies including replacement behavior; modify behavior support plans; conduct peer review of functional behavioral assessments and behavior support plans for quality assurance and consultation; assist the interdisciplinary team in decisions related to improving the safety and quality of life of individuals served.

Provide indirect behavioral services to participants through assisting the Interdisciplinary Teams in day to day problem solving or crisis intervention; design and provide in-service 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.

Serve as an expert consultant to the facility and the State of Nebraska in the area of behavioral interventions; creates, organizes and presents team training for community providers and others in the State to enhance available behavioral treatment in Nebraska. Evaluate effectiveness of training opportunities.

Provide 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.

Serve as a backup to other Board Certified Behavior Analysts who provide day-to-day behavioral services to Intermediate Care Facilities.

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 or equivalent required in behavior analysis, human services, education, psychology or related field. Must possess certification as a Board Certified Behavior Analyst and completed the Behavior Analysis Certification Board training in supervision.

SPECIAL NOTE:

State agencies must evaluate each of their positions to determine their individual overtime eligibility status. FLSA regulations state positions cannot be exempted based on job title; rather the duties and responsibilities of each position must be evaluated by application of FLSA exemption criteria.