
Auburn University Job Description

Job Title:	Behavior Analyst	Level I	Grade 31 \$31,300 - \$52,100
Job Code:	CA19	Level II	Grade 33 \$39,300 - \$65,500
FLSA status:	Exempt	Level III	Grade 34 \$45,100 - \$75,100

Job Summary

Provides professional services to the Alabama Department of Human Resources (ALDHR), including families served by this agency. This action includes conducting parent/staff training, consulting with families in the home, consulting with Psychiatrists and Nursing personnel, and serving in various professional capacities.

Essential Functions

1. Develops and monitors personalized behavioral intervention programs for foster youth.
2. Provides recommendations and consults with the ALDHR, the project Psychiatric Nurse and Child Psychiatrist regarding assessments.
3. Provides behavior-analytic services and training to families and foster families as deemed appropriate.
4. Delivers behavior-analytic services to and supervises a caseload of 10-15 referred youth who are at varying stages (initial referral up to follow-up) of the assessment and intervention process.
5. Provides behavior-analytic services and training to families and foster families as deemed appropriate.

Supervisory Responsibility

May be responsible for training, assisting or assigning tasks to others. May provide input to performance reviews of other employees.

The above essential functions are representative of major duties of positions in this job classification. Specific duties and responsibilities may vary based upon departmental needs. Other duties may be assigned similar to the above consistent with the knowledge, skills and abilities required for the job. Not all of the duties may be assigned to a position.

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Job Family Levels

Level	Responsibility	Knowledge	Education and Experience*
I	Under close supervision, performs varied duties and assignments involving some judgment. Resolves routine questions or problems, referring only complex issues to higher level. Some evaluation, originality and ingenuity required.	Knows and applies fundamental concepts, practices, and procedures of particular field of specialization, with awareness of related fields.	Master's degree in discipline appropriate to position and no post-degree experience.
II	Under minimal supervision, performs complex assignments and fulfills broad responsibilities where required outcomes are defined, but methods and procedures may vary based on professional judgment or precedent. Considerable latitude for unreviewed action. Confers with supervisor on unusual matters. Coordinates the work of others on projects and may assign work to and assist less experienced professionals or support staff. May act in an advisory capacity to managers or faculty.	Possesses and applies a broad knowledge of principles, practices and procedures of a particular field of specialization to the completion of difficult assignments. Also possesses knowledge of related fields and areas of operation which affect, or are affected by, own area.	Master's degree in discipline appropriate to position plus 1 years experience at the preceding level or equivalent with BCBA credential.
III	Under general guidance, plans, conducts and leads complex assignments and areas of functional responsibility. Acting with substantial latitude for unreviewed action, applies broad subject matter expertise to solution of significant issues or development of new programs, services, processes or other initiatives to meet the University's goals in a specific area. Recommends changes in procedures or policies, and leads change initiatives to completion, often persuading or coordinating work of others outside own department.	Possesses and applies comprehensive knowledge of a particular field of specialization to the completion of complex assignments. Also possesses strong knowledge of related fields, processes, policies or areas of operation which affect, or are affected by, own area.	PhD degree in Psychology, Behavior Analysis, or a related field with BCBA-D credential.

* See the "Minimum Required Education and Experience" section of the job description for any substitutions that may be allowed for education and experience.

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Minimum Required Education and Experience

- Level I** Master's degree in discipline appropriate to position and no post-degree experience.
- Level II** Master's degree in discipline appropriate to position plus 1 years experience at the preceding level or equivalent with BCBA credential.
- Level III** PhD degree in Psychology, Behavior Analysis, or a related field with BCBA-D credential.

Focus of Education

Degree in Psychology

Focus of Experience

Development and delivery of behavior-analytic interventions to foster care children

Substitutions allowed for Education:

Indicated education is required; no substitutions allowed.

Substitutions allowed for Experience:

Indicated experience is required; no substitutions allowed.

Minimum Required Knowledge

See Job Family Levels

Certification or Licensure Requirements:

Certification as a BCBA or BCBA-D by Behavior Analysis Certification Board, Inc. Licensed Behavior Analyst (LBA) certification in Alabama is required or the ability to obtain within 30 days of employment.

Physical Requirements/ADA

No unusual physical requirements. Requires no heavy lifting, and nearly all work is performed in a comfortable indoor facility.

Externally imposed deadlines; set and revised beyond one's control; interruptions influence priorities; difficult to anticipate nature or volume of work with certainty beyond a few days; meeting of deadlines and coordination of unrelated activities are key to position; may involve conflict-resolution or similar interactions involving emotional issues or stress on a regular basis.

Job frequently requires sitting, talking, hearing, .

Job occasionally requires standing, walking, reaching, climbing or balancing, stooping/kneeling/crouching/crawling, handling objects with hands, and lifting up to 25 pounds.

Vision requirements: Ability to see information in print and/or electronically.

Date: 1/24/2022
