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## Auburn University Job Description

Job Title: **Behavior Analyst**

Job Family: No Family

Job Code: **CA19**

Grade HW10 \$48,800 - \$83,000

FLSA status: Exempt

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### 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. Serves on the Alabama Psychiatric Medication Review Team (APMRT). As a part of the team responsibilities, the behavior analyst conducts functional behavioral assessments (FBA) and develop personalized behavioral interventions (PBIs) for referred youth.

### Essential Functions

1. Delivers behavior-analytic services to and supervises load of 5 to 10 referred youth who are at varying stages of the assessment and intervention process to include providing training via face-to-face and telehealth modalities to foster families and other personnel (state and county) as deemed appropriate by the APMRT project director and participating in training on HIPPA compliant delivery of telehealth services.
  2. Provides supervision (in accordance with the Behavior Analysis Certification Board's published guidelines) for one or two graduate students enrolled in the Auburn University Applied Behavior Analysis program per academic semester. This supervision includes, but is not limited to, at least 60 min of direct observation of clinical service delivery per week and 30 min of office meeting per week.
  3. Provides the Child Psychiatrist and Psychiatric Nurse with monthly data during team meetings on the effects of PBIPs for each referred youth. Conveys information about each client psychotropic medication provided by the team's Child Psychiatrist and Psychiatric Nurse to the respective caregivers as needed.
  4. Receives referrals regarding the need for PBIPs for foster youth and actively solicits referrals by contacting social workers, providing presentations, and contacting parent groups when there is no longer a waitlist of families requesting services.
  5. Provides recommendations and consults with ALDHR and the APMRT on the outcomes for each referred youth to include using single-case designs (line graphs) to depict the effects of behavioral and pharmacological interventions on target behaviors of interest and retaining behavioral data in a orderly manner.
  6. Provides one to two presentations to the community or ALDHR personnel each year regarding recruitment of participants, outcomes of services previously provided, or both.
  7. Contributes to special projects as request by the APMRT director to include, but are not limited to, developing training videos to post on the APMRT website, writing sections of monthly or annual reports and manuscripts for peer review, and assisting the director in acquiring and organizing data for manuscripts that are submitted for possible publication.
  8. Participant in two or more professional development activities each year to include watching webinars, attending conferences, and attending workshops. The topics of the activities focus on implementation of behavioral services, training, supervising students, or both.
  9. Completes administrative duties include daily recording of time allocation, documenting travel time for client services, documenting events in the master client intervention (MCI) files, and monthly summaries for each active client.
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10. May perform other duties as assigned.

### **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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### Minimum Required Education and Experience

	<u>Minimum</u>	<u>Focus of Education/Experience</u>
<b>Education</b>	Master's Degree	Degree in Psychology, Applied Behavior Analysis, Education, or related field.
<b>Experience (yrs.)</b>	1	Experience in 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

Ability to write clearly (e.g., demonstrated knowledge of APA style) and to present technical information to families and to large groups (e.g., 20 to 40 individuals). knowledge in Microsoft office including Word, Excel, and PowerPoint. Fluent in the use of various data collection systems including partial interval recording and momentary time sampling.

#### Certification or Licensure Requirements

Certification as a Board Certified Behavior Analyst (BCBA or BCBA-D) by Behavior Analysis Certification Board, Inc. is required.

Licensed Behavior Analyst (LBA) certification in Alabama is required or the ability to obtain within 30 days of employment.

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### 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: 7/1/2022

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