



Behavior Analyst

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
BEHAVIOR ANALYST I	4473	B23	\$61,184 - \$99,658
BEHAVIOR ANALYST II	4474	B25	\$69,572 - \$114,099

GENERAL DESCRIPTION

Performs behavior analysis work by providing behavior analytic services through assessment, consultation, or technical assistance to individuals with behavioral, cognitive, developmental, or physical and health-related needs.

EXAMPLES OF WORK PERFORMED

Conducts comprehensive functional behavior assessments and prepares reports.

Reviews and approves functional behavioral assessments and behavior support plans.

Participates in the planning process used to implement programs, policies, and procedures.

Performs observations and assessments relevant to the design of positive interventions and support of clients.

Analyzes and reviews trends and patterns of problem behaviors, use of restrictive and emergency procedures, and treatment results.

Facilitates behavior analysis interventions and supports program implementation.

Participates in peer review committees.

May supervise the work of others.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at a level II may also perform work identified for level I. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority; and the nature, complexity, scope, and impact of the work performed. Other factors may include the employee's practice specialization and the type of practice setting.

BEHAVIOR ANALYST I: Performs advanced (senior-level) behavior analysis work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

BEHAVIOR ANALYST II: Performs highly advanced (senior-level) behavior analysis work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Evaluate the implementation of behavior support plans through personal observation, staff interviews, and review of documentation.
- Evaluate and approve functional behavioral assessments and behavior support plans.
- Provide clinical supervision and consultation to interdisciplinary teams and other psychological staff.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in psychology and behavior analyst work. Graduation from an accredited college or university with major coursework in behavior analysis, special education, human services, psychology, or a related field, as required for licensure.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of the principles and practices of applied behavior analysis; behavior support plan development, implementation, and evaluation; medications used to assist with behavior management; systems used to track treatment effectiveness; behavioral service delivery to persons with disabilities; and the characteristics of developmental disabilities.
- Skill in writing and developing complex technical reports, grants, research proposals, and other documents; and in the use of a computer and applicable software.
- Ability to conduct comprehensive functional behavior assessments; to develop behavior support plans; to evaluate behavioral and program data; to make clinical recommendations; to organize, coordinate, and evaluate behavior analyst services; to communicate effectively; and to direct and supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a Behavior Analyst by the State of Texas.