



# Behavior Analyst I

Salary Group: B22  
Class Code: 4473

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
BEHAVIOR ANALYST I	4473	B22	\$54,614 - \$88,703
BEHAVIOR ANALYST II	4474	B24	\$62,004 - \$101,556

## GENERAL DESCRIPTION

Performs advanced (senior-level) behavior analysis work. Work involves providing assistance to clients with behavioral, cognitive, developmental, or physical and health-related needs. May supervise the work of others. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

## 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.

Assists in evaluating the implementation of behavior support plans through personal observation, staff interviews, and review of documentation.

May provide clinical supervision and consultation to psychological associates, interdisciplinary teams, and other staff.

May participate in peer review committees.

May supervise the work of others.

Performs related work as assigned.

## **GENERAL QUALIFICATION GUIDELINES**

### **EXPERIENCE AND EDUCATION**

Experience in psychology and behavior analyst work. Graduation from an accredited four-year college or university with a master's or a higher-level degree in behavior analysis, special education, human services, psychology, or a related field.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

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 communicate effectively, and to supervise the work of others.

### **REGISTRATION, CERTIFICATION, OR LICENSURE**

Must be certified as a Behavior Analyst by the Behavior Analyst Certification Board.