



Behavior Analyst II

Salary Group: B24
Class Code: 4474

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
BEHAVIOR ANALYST I	4473	B22	\$57,614 - \$93,138
BEHAVIOR ANALYST II	4474	B24	\$65,104 - \$106,634

GENERAL DESCRIPTION

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

EXAMPLES OF WORK PERFORMED

Oversees and/or conducts comprehensive functional behavior assessments and prepares reports.

Coordinates, evaluates, and approves functional behavioral assessments and behavior support plans.

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

Coordinates the analysis and review of trends and patterns of problem behaviors, use of restrictive and emergency procedures, and treatment results.

Consults and provides clinical supervision to psychological associates, interdisciplinary teams, and other staff and provides support with significant behavioral services situations.

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

Facilitates behavior analysis interventions and supports program implementation.

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

May coordinate and 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.