

# Behavior Analyst Vacancy

## DADS – Brenham SSLC

**Posting Type:** Open to All Applicants

<b>Category:</b>		<b>FLSA Exempt/ Non-Exempt:</b>	Exempt
<b>Agency:</b>	Dept of Aging & Disability Svc	<b>Department:</b>	General Administration
<b>Job Title:</b>	Behavior Analyst/Psychol I	<b>Posting Number:</b>	142808
<b>Full Time/Part Time :</b>	Full Time	<b>Regular/Temporary:</b>	Regular
<b>Job Location:</b>	4001 HIGHWAY 36 SOUTH	<b>City:</b>	BRENHAM
<b>Contact:</b>	AccessHR Service Center	<b>Telephone:</b>	888-894-4747
<b>Salary Range:</b>	\$4,166.83 - \$6,666.91	<b>Salary Group:</b>	B22
<b>Shift:</b>	Days (First)	<b>Travel:</b>	5%

**Closing Date:**

### **Job Description:**

The Behavior Analyst provides highly advanced behavior analysis services in the form of consultation and technical assistance to consumers with cognitive, developmental, physical and health related needs, working under minimal supervision, with considerable latitude for the use of initiative and independent judgment. The Behavior Analyst provides clinical supervision and consultation for all staff psychologists in the area of applied behavior analysis. Performs observations and assessments relevant to the design of positive interventions and supports for consumers and provides training to staff concerning positive and effective approaches to preventing/addressing challenging behaviors. The work involves consultation, review, and development and implementation of functional behavioral assessments and behavior support plans. The Behavior Analyst assists in systematically evaluating the consistent implementation of

behavior support plans through personal observation, staff interviews, and review of documentation. He/she works with Associate Psychologists and Unit Directors to facilitate effective staff management and program implementation. The Behavior Analyst assists in providing professional development of Associate Psychologists including applied behavior analysis, positive behavior support, clinical behavior management, and contemporary behavioral issues to positively impact service delivery. The Behavior Analyst is responsible for maintaining knowledge of applicable laws, regulations, and departmental and agency policy and for developing systems and procedures to meet the standards and requirements therein. The Behavior Analyst serves on the Behavior Support Plan Peer Review Committee. The work schedule varies upon request or as needed.

**Essential Job Functions:**

Attends work on a regular and predictable schedule in accordance with agency leave policy and performs other duties as assigned. Provides behavior analysis services in the form of consultation and technical assistance on behalf of consumers. Conducts comprehensive functional behavior assessments, develops oral and written reports of the results of such assessments, and develops or assists in the development of behavior support plans. Provides clinical supervision and consultation to Associate Psychologists, interdisciplinary teams, and other staff and works with Associate Psychologists to facilitate effective behavior analysis interventions and supports for program implementation. Systematically evaluates the consistent development and implementation of behavior support plans through personal observation, consumer and staff interviews, and review of documentation. May include analysis of trends and patterns of problem behaviors, use of restrictive and emergency procedures, and treatment results. Provides professional development and training of Associate Psychologists and other staff, as needed, including applied behavior analysis, learning principles, behavior modification techniques, positive behavior support, and contemporary behavioral issues to positively impact service delivery. Serves on the Behavior Support Plan Peer Review Committee. Informs the Chief Psychologist in a timely manner and with recommendations for correction regarding any significant issues related to behavioral services.

**Knowledge Skills Abilities:**

List the knowledge, skills, and abilities critical to performance in this position: Ability to conduct comprehensive functional behavior assessments and to develop behavior support plans. Knowledge and skills in applied behavior analysis and behavior support plan development, implementation, and evaluation. Knowledge regarding medications used to assist with behavior management and systems to track treatment effectiveness. Ability to evaluate behavioral and program data and to make clinical recommendations based on those data. Ability to train staff in programming and related behavioral areas. Ability to professionally supervise behavioral and programming staff. Ability to work with minimal supervision with considerable latitude for the use of initiative and independent judgment. Knowledge and experience in administering all aspects of the delivery of behavioral services to persons with intellectual disabilities. Knowledge regarding etiology and characteristics of mental retardation. Knowledge regarding applicable local, state, and federal laws, federal regulations, and departmental and agency policy related to the provision of behavioral services. Advanced writing skills in developing technical reports, grants, research proposals, and other relevant documents. Leadership skills in motivating staff and effectively implementing changes. Knowledge and skills in using personal computers and relevant software. Completion of required supervisory training including Positive Performance

Program, Employee Selection Process, and Human Resources within the first 90 days of employment.

**Registration or Licensure Requirements:**

List the licensure, certification, or registration required to perform this job: **Must have a Masters degree in Psychology or a related discipline and must be Board Certified as a Behavior Analyst by the Behavior Analyst Certification Board.**

**Initial Selection Criteria:**

Masters degree in Psychology or related field, Board Certified as a Behavior Analyst by the Behavior Analyst Certification Board.

**Additional Information:**

All applicants must pass: pre-employment drug screen, fingerprint criminal background check, and Client Abuse/Neglect Reporting System (CANRS), Employee Misconduct Registry and Nurse/Aide Registry checks. Males between the ages of 18 – 25 must be registered with the Selective Service. All State Supported Living Center employees are subject to Random drug testing. Flexibility in work hours may be required for this position. The position may be required to work overtime and/or extended hours. accessHR 142808

**Please Contact:**

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