

Position Component

**JOB PURPOSE:** The Behavior Analyst II will be responsible for conducting assessments, developing individualized treatment programs, and providing clinical consultation to staff and families. This role also involves monitoring the implementation of behavior interventions, making necessary adjustments to treatment plans, and ensuring that the highest standard of care is provided to children with Autism Spectrum Disorder. Provides services under the guidance of a BCBA with considerable latitude for executing personal and professional judgment. Parents, teachers, and other staff often observe work. Services are provided in any environment where the client requires services. These settings can include the client's home community settings, clinic, and school.

**EDUCATION AND EXPERIENCE REQUIRED:** A Master's degree from an accredited institution of higher education in psychology, behavior analysis, or a related field. Documented graduate-level coursework in behavioral assessment and intervention, selecting outcomes and strategies, behavior change procedures, experimental methods, and measuring and interpreting behavioral data. Minimum of one year of experience providing services to children with autism spectrum disorder (ASD).

**DEGREE AND/OR CERTIFICATION REQUIRED (IF APPLICABLE):** MA/MS

**DRIVING REQUIRED:** Yes

**KNOWLEDGE, SKILLS, & ABILITIES:**

- ? Advanced knowledge of ABA principles, including behavior assessment, intervention techniques, functional behavior analysis, and data collection.
- ? Strong ability to analyze behavioral data, track progress, and make informed adjustments to treatment plans based on data.
- ? Experience providing clinical consultation and/or supervision to staff, ensuring treatment fidelity and providing guidance to improve implementation.
- ? Ability to develop individualized treatment programs based on child assessments and research-backed intervention strategies.
- ? Skilled in designing and implementing staff training opportunities to ensure effective service delivery and compliance with best practices.
- ? Ability to communicate effectively with parents and caregivers, providing training and support to help them implement interventions at home.
- ? Ability to work collaboratively with other team members, including Autism Technicians and Behavior Analysts I, to create a cohesive and supportive treatment environment.
- ? Strong organizational skills for maintaining treatment records, writing reports, and managing multiple cases.
- ? Dedication to staying current with the latest research, trends, and best practices in behavior analysis and autism treatment.
- ? Understanding of HIPAA regulations and the importance of maintaining confidentiality and compliance with legal standards for client records and communication.
- ? Comfort with office equipment (e.g., phone systems, fax, copier) and software programs (e.g., Microsoft Office Suite, scheduling software, EHR).

**OTHER REQUIREMENTS OR CONDITIONS (specify):**

- ? May be required to interact with other consumers, referral sources, outside agencies, and family members to determine needs and actions to be taken.
- ? Current State of Texas Driver's License, or if you live in another state, must be currently licensed in that state.
- ? Liability insurance is required if the employee operates a personal vehicle on Center property or for Center business. Must be insurable by the Center's liability carrier if the employee operates a Center vehicle or drives a personal car on Center business.
- ? Must complete all training requirements in the month in which they are due.
- ? May be required to provide on-call duties.
- ? Availability of a personal vehicle for business use may be required.
- ? Work may take place within clinic-office or community settings (schools, nursing homes, emergency rooms, clients' residences, shelters, etc.) and may involve interactions with agitated or disruptive individuals.
- ? May be responsible for providing group services and/or crisis services as needed.
- ? Must pass a pre-employment drug test.
- ? Must successfully pass all background screens as required by the state
- ? Ability to input data into a computer, make calculations, complete paperwork, and produce reports.
- ? Must be physically able to perform all job requirements that may include home visits, walking on uneven surfaces, climbing stairs, and standing or sitting for long periods if required.
- ? Position may require flexible hours, including evenings, nights, weekends, and holidays as needed.
- ? Adhere to professional dress and appearance standards consistent with the position and daily workplace needs.

**Essential Tasks & Standards**

- ? Perform initial skill and behavioral assessments to evaluate the child's current abilities and identify areas of need.
- ? Design, develop, and implement individualized treatment plans based on assessment findings, utilizing evidence-based interventions to meet the child's unique needs under the supervision of a BCBA.
- ? Evaluate the effectiveness of treatment plans through ongoing data collection and analysis, making adjustments as needed to improve outcomes.
- ? Offer clinical consultation to staff to ensure the proper implementation of treatment programs and support staff development.
- ? Assign cases to appropriate staff members and ensure that treatment plans are being followed consistently.
- ? Conduct functional behavior assessments and analyses to identify the function of problem behaviors and develop targeted interventions.
- ? Monitor the accurate and consistent implementation of programs by staff, ensuring data collection is complete and interventions are being properly followed.
- ? Keep written records of treatment interventions, responses to treatment, and any changes made to the treatment plans, ensuring compliance with all documentation requirements.
- ? Analyze data collected from therapy sessions, monitor progress towards goals, and provide reports on child outcomes to relevant stakeholders.
- ? Identify appropriate intervention outcomes and strategies based on child needs, research, and best practices in behavior analysis.
- ? Provide training and ongoing support to staff on the implementation of treatment plans, data collection, and other behavior management strategies.
- ? Conduct parent training sessions to educate and empower parents and caregivers in using behavior interventions at home and in the community.
- ? Perform other duties consistent with this job title that directly support the program's goals and objectives as assigned by supervisors.

**Work Behaviors & Standards**

- ? Attends work regularly and punctually to provide reliable and consistent coverage in the area of responsibility. Arrives at designated time and departs according to schedule. Maintains a willingness to adjust the schedule to meet the needs of the situation. Makes every attempt to pre-schedule absences and provide dependable coverage and service. Complies with Center policies regarding leave usage, absenteeism, and tardiness.
- ? Interacts with person served in an emotionally supportive and/or therapeutic manner to provide an environment of caring, dignity, and respect.
- ? Works harmoniously with fellow employees, supervisors, family, and friends of persons served, and the public to create an environment of caring, dignity, and respect that allows for the accomplishment of the Center's mission.
- ? Utilizes work time effectively to ensure that all assignments are completed in a thorough and timely manner.
- ? Abides by all Center policies and procedures regarding training objectives and requirements, including those that relate to safety and infectious disease control. Will keep all Staff Development mandatory trainings current.
- ? Adheres to Center policies and procedures and all applicable requirements and regulations of HHSC, CMS, Texas Administrative Code, CARF, relevant contracts, and all other applicable regulatory bodies.
- ? Maintains confidentiality regarding consumers, records, personnel, and other sensitive and confidential information to comply with Center, state, and federal policy.
- ? Conducts all aspects of employment in accordance with the Center's Compliance Program.