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**APPLIED BEHAVIOR ANALYST**

**SCOPE OF WORK:**

Work involves providing specialized behavioral assessment, planning, consultation, intervention, and training in the areas of mental health, social relationships, work and academic adjustment, community integration, leisure, and other functional life tasks for people of all ages.

**DUTIES PERFORMED AT ALL LEVELS:**

- Participate in pre-admission/Person Centered Service Plan staffing and planning.
- Provide individual and group skills training as appropriate.
- Serve as a member of interdisciplinary support plan teams for ongoing consultation and support in the areas of measuring and assessing human behavior, behavioral health, and applied learning theory.
- Provide consultation to service providers and families concerning behavior support techniques for individuals with disabilities.
- Assist in the resolution of crisis situations for people, including those with developmental disabilities.
- Maintain consultation, evaluation, and skills training service records as required.
- Provide clinical coordination support services to psychiatric or psychologist consultants.

**NOTE:** The duties listed are not intended to be all-inclusive. Duties assigned any individual employee are at the discretion of the appointing authority.

**APPLIED BEHAVIOR ANALYST I**

4091

GRADE J

**LEVEL DEFINITION:**

Duties are performed in a training capacity under licensed staff supervision and considered to be less complex than at the Applied Behavior Analyst II level.

**ADDITIONAL DUTIES PERFORMED AT THIS LEVEL:**

- None

**MINIMUM QUALIFICATIONS:**

Requires a bachelor's degree in social work, counseling, psychology, child development and family science, communication disorders (includes audiology or speech pathology), or education including coursework required to be a registered applied behavior analyst

in the North Dakota Administrative Code Article 66-02-01-15. Also may require enrollment in an approved training program and/or reasonable progress toward registration or licensure as an Applied Behavior Analyst by the ND State Board of Psychologist Examiners.

**APPLIED BEHAVIOR ANALYST II**

4092

GRADE L

**LEVEL DEFINITION:**

Positions at this level, in consultation with individuals served, family, and staff, provide specialized applied behavior analysis services to individuals.

**ADDITIONAL DUTIES PERFORMED AT THIS LEVEL:**

- Provide individual and group skills training as appropriate.
- Complete evaluations assessing the motivational and behavioral functions of behavior and develop treatment recommendations on adaptive skill acquisition strategies, ecological supports, and reactive strategies.
- Develop, revise, and consult with others on behavior support plans for individuals who have complex learning needs.
- Train individuals, family, and/or staff on behavior support plans.
- Serve as a reviewing member on peer review of behavior supports and/or human rights committees.
- Ensure that all documents provided to courts or other officials reflect the approval and clinical position of the Agency.
- Develop and maintain processes to evaluate and improve the quality of the clinical support activities through education and staff development.
- Assist in orienting new department staff, externs and interns, volunteers, and students.
- Maintain service standards according to state and federal regulations.
- Serve on committees as assigned and assist in the design and coordination of clinical programs in conjunction with partner agencies.
- May provide clinical consultation through the Clinical Assistance, Respite, and Evaluation Services Programs to staff and referring community service agents to prevent loss-of-residence or minimize length of stay out of home.
- May provide ongoing clinical and/or administrative supervision meeting the legal and/or training needs of supervisees, including maintaining necessary records.
- May provide ongoing supervision meeting the agency's personnel practices and standards, including meeting necessary supervisory training or credential requirements.
- Licensed applied behavior analysts with appropriate training in supervision may provide clinical and/or administrative supervision of Registered or in-training applied behavior analysts.

MINIMUM QUALIFICATIONS:

Requires a master's degree in psychology, education, or behavior analysis and licensure as an Applied Behavior Analyst by the ND State Board of Psychologist Examiners, or eligibility to obtain licensure pending completion of application process, including appropriate supervised training experiences.

Eff. Date: 8/84

Rev: 6/88

Rev: 2/00 – Word processing conversion

Rev: 6/01 – Updated minimum qualifications and duties, revised factoring

Rev: 7/12 – Conversion to Hay System

Rev: 7/17 – Updated class description – revised title, scope, duties, levels, and minimum qualifications at both levels; reviewed grades