Behavior Analyst
Job Description

Purpose/Description
This position is a professional level position that will provide supervision of direct services to clients including behavior assessment, development and implementation of individualized treatment and intervention plans, including but not limited to areas of: self-help, behavior management, communication, academics, vocational, social interaction and other duties as assigned. Duties are substantially varied. Resolves most issues as they arise. Refers the most complex issues to higher levels.

Representative Tasks
1. Develops evidence-based treatment goals, evaluates performance, and reports client progress.
2. Trains, consults, and coordinates care with professionals and caregivers.
3. Accurately collects, analyzes, and summarizes data, to evaluate outcomes; adjusts treatment goals to achieve therapeutic outcomes.
5. Supervises the implementation of treatment, and monitors treatment integrity.
6. Assists clients with physical needs and personal care according to their needs, including lifting, positioning, feeding, toileting, and personal hygiene.
7. Attends and participates in staff meetings, training, and special events as required.

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties or job may change over time in accordance with the ongoing needs of the Department.

Supervision
Received: Receives general direction. Relies on experience and judgment to plan and accomplish assigned tasks and goals. Must make complex decisions based on assessment of current factors, processes, and procedures.

Given: May function as a first-line supervisor over benefits-eligible staff. Oversees the day-to-day operations of a group of employees. Responsible for training and development of subordinate staff, estimating personnel needs, assigning work, meeting completion dates, interpreting and ensuring consistent application of organizational policies.

Education and Experience
Master’s degree in Applied Behavior Analysis, Special Education, or Psychology, and two years of related work experience. The following knowledge, skills, and abilities are required:

- Strong understanding of autism spectrum disorders and evidence-based practices.
• Ability to work with clients with disabilities.
• Ability to be patient, flexible, versatile and cope with stressful situations.
• Ability to follow verbal and written instructions.
• In depth knowledge of the principles and practice of Applied Behavior Analysis. This includes general behavioral assessment and Ethical Standards in Behavior Analysis.
• In depth knowledge of the behavioral impact of developmental disabilities, as well as the cognitive, educational, vocational and social challenges encountered by persons with developmental disabilities.
• Ability to work independently and prioritize tasks/goals for self and others.
• Effective written and verbal communication skills with individuals and groups at all professional levels.
• Strong problem solving skills.
• Ability to work effectively with various technology including word processing software, internet based databases, etc.

**Licenses, Certificates or Registration**
Required: must be certified as a Board Certified Behavior Analyst (BCBA). BCBA certification must be maintained.

**Physical Job Requirements**
Ability to work with frequent interruptions and changes while frequently standing, stooping, bending, kneeling, pushing, pulling and sitting on the floor. Ability to lift clients on a frequent basis (approximately 50 lbs., unassisted). Potential exposure to bodily fluids and/or communicable diseases (note that precautions are put in place to ensure safety). Ability to cope with potentially loud noise and potential exposure to physical and verbal aggression from clients.

**Work Environment**
Work is performed indoors in an office or clinical setting.

**HOW TO APPLY**
Please send a resume and cover letter to:

coe-autismcenter-jobs@unt.edu