AUBURN
Human Resources

Behavior Analyst II

Job Description

JOB INFORMATION

Job Code	CA62
Job Description Title	Behavior Analyst II
Pay Grade	HW12
Range Minimum	$69,830
33rd %	$88,450
Range Midpoint	$97,760
67th %	$107,070
Range Maximum	$125,700
Exemption Status	Exempt
Approved Date:	7/19/2024 5:09:38 PM

JOB FAMILY AND FUNCTION

Job Family:	Health & Wellness
Job Function:	Mental & Behavioral Health

JOB SUMMARY

The Behavior Analyst II provides oversight of all behavioral services within a given campus. This includes supervision of graduate students in behavior analysis and training of residential staff members to ensure the delivery of behavioral services is accordance with legal and ethical guidelines.

RESPONSIBILITIES

- Conducts independent decisions about behavior-analytic services to children and adolescents who are at varying stages of the assessment and intervention process.
- Provides supervision (in accordance with the Behavior Analysis Certification Board’s published guidelines) for graduate student(s) enrolled in the Auburn University Applied Behavior Analysis (ABA) program per academic semester.
- Participates in weekly or biweekly meetings with team members and facility personnel. Makes programmatic and systems level decision for the ABA unit within a specified site.
- Develops and contributes to special projects as request by the primary investigator to include, but are not limited to, developing IRB protocols, conducting various statistical analysis, writing sections of manuscripts for peer review, and assisting the director in acquiring and organizing data for manuscripts that are submitted for possible publication.

The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor. Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	May supervise employees but supervision is not the main focus of the job.

MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only to be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
PhD	Cognitive and Behavioral Sciences or related field.		2 years of	Developing and implementing individual and groups behavioral interventions. Experience in the juvenile justice settings is preferred.	

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Ability to write clearly (e.g., demonstrated knowledge of APA style).	
Knowledge of presenting technical information to families and to large groups (e.g., 20 to 40 individuals).	
Fluent in the use of various data collection systems including partial interval recording and momentary time sampling.	
Strong working knowledge of behavioral theory and applied behavior analysis.	

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Desired	
	Licensed Behavior Analyst	Upon Hire	Required	And
	Board Certification in Behavior Analysis at the Doctoral Level	within 180 Days	Required	

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Healthcare & Safety

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing					X	
Walking					X	
Sitting		X				
Lifting				X		
Climbing			X			
Stooping/ Kneeling/ Crouching				X		
Reaching				X		
Talking					X	
Hearing					X	
Repetitive Motions					X	
Eye/Hand/Foot Coordination					X	

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme temperatures		X			
Hazards				X	
Wet and/or humid		X			

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Noise					X
Chemical				X	
Dusts			X		
Poor ventilation		X			

Vision Requirements:

Ability to see information in print and/or electronically.

Travel Requirements:

In-State; Domestic