

## Behavior Analyst

### I. KIND AND LEVEL OF WORK

Under general supervision an employee in this class performs first-level professional behavioral analysis work supporting clients with behavioral health challenges. Incumbents provide individualized and consultive clinical behavioral support to clients including assessment, support recommendations, and training for clients and their support teams. Positions in this classification are licensed in behavior analysis and make decisions on clinical approaches and case management with the guidance and consultation of a supervisor and colleagues.

### II. DISTINGUISHING CHARACTERISTICS

The Behavior Analyst differs from the Behavior Analyst Senior in depth of knowledge as well as the level of clinical guidance required to make and implement decisions. These positions will develop a recommendation on assessment strategies and implementation while their supervisor or a clinical leader will make the final decision or approval. The Behavior Analyst can generally consider and implement a variety of established behavior interventions and assessment methods to apply to the varying situations encountered. The Behavior Analyst Senior has more discretion to select behavioral assessment strategies and implement interventions with limited supervisory consultation.

### III. EXAMPLES OF WORK/DUTIES

*(A position may not include all the work examples given, nor does the list include all that may be assigned.)*

- **Complete clinical assessments with consultation as needed to determine appropriate community supports for clients with complex behavioral health challenges.**
- **Provide general consultation, relying on standard interventions and assessment strategies, for case formulation, care coordination, and clinical guidance to parties involved, including individuals served, their families, service providers, counties, employers, and schools.**
- **Provide support and crisis prevention and response plans to clients and their supports promoting evidence-based practices, person-centered principles, and positive behavior support methods.**
- **Identify need for, develop, and present training to support networks and providers to enhance community capacity to support individuals with complex behavioral health challenges with an emphasis on facilitating positive team outcomes.**
- **Recommend positive behavior support methods that are the least restrictive and intrusive practices appropriate to the situation.**

### IV. KNOWLEDGE, SKILLS, AND ABILITIES

*Knowledge:*

- *Rehabilitation, evidence-based practice, person-centered planning, and other relevant behavioral health practices (e.g., Motivational Interviewing, harm reduction, Illness Management and Recovery, functional behavioral assessment, positive behavior support, etc.).*
- *Clinical assessment strategies, data collection and analysis methods, and standards of best practice.*
- *Working knowledge of medications used in treating behavior disorders and psychiatric conditions.*
- *Available community support resources, including housing options, mental and chemical health services, funding options, vocational services, healthcare services, county services, etc.*
- *Applicable federal, state, and local laws, regulations, and policies affecting clients and services.*

*Skills:*

- *Assessment of clinically complex with consultation cases to determine and articulate appropriate supports, including formal risk screening and functional behavioral assessment.*
- *Development and facilitation of training for those providing support to individuals with complex behavioral health challenges.*
- *Assertive, respectful advocacy for the individuals served and their identified needs.*
- *Implementation of therapeutic intervention and personal safety techniques in preventing, de-escalating, and managing behavioral crises.*

*Abilities:*

- *Develop and maintain therapeutic relationships with clinically complex individuals and their stakeholders while working to build team consensus to achieve optimal client-centered goals and outcomes.*
- *Communicate effective user-friendly assessments, support plans, and data collection systems that provide the treatment team with a common understanding of treatment goals and progress.*
- *Provide professional consultation to individuals with diverse educational backgrounds and levels of engagement.*

## LICENSURE/CERTIFICATION/STATUTORY REFERENCES

Board Certified Behavior Analyst (BCBA) in Minnesota

Minn. Stat Ref: Sec. 148.9981 to 148.9995 (or incumbent meets exemptions under Sec. 148.9987.1)

## SPECIAL WORK CONDITIONS

N/A

## REFERENCES

Former title(s): None

## REVISION HISTORY

Established 03/2025