

Behavior Analyst Senior

I. KIND AND LEVEL OF WORK

Under limited supervision an employee in this class performs second-level professional behavioral analysis work supporting clients with behavioral health challenges. At this level, incumbents rely on deep knowledge of behavior analysis to conduct assessments, interview clients, and determine behavioral intervention strategies. Positions in this classification have significant flexibility to manage cases and consult with clients, community members, treatment team members, and other stakeholders.

II. DISTINGUISHING CHARACTERISTICS

The Behavior Analyst Senior differs from the Behavior Analyst in that positions in the Behavior Analyst Senior classification have greater independence in case management. Most work and clinical decisions are independent with occasional consultation with a higher-level behavior analyst. Positions in the Behavior Analyst classification have more regular consultation and oversight with seasoned behavior analysts. At the Behavior Analyst Principal classification, incumbents seek consultation only in sensitive or particularly complex situations.

Positions in the Behavior Analyst Senior classification develop behavioral interventions and implement these solutions with treatment teams. At this level, incumbents determine the appropriate assessments and information gathering strategies to develop interventions and communicate this information to treatment teams, family members, and other stakeholders.

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 as needed to articulate appropriate community supports for individuals with complex behavioral health challenges and individuals' support networks.**
- **Consult with colleagues and community professionals as needed and integrate discipline-specific assessment information into a coherent case formulation that guides clinical activities.**
- **Using significant knowledge of behavior intervention strategies, provide consultation on case formation and coordination by identifying the appropriate assessment strategy and recommending interventions to clients and stakeholders.**
- **Makes program plan decisions independently and consult with supervisor when implementing controversial procedures in high-risk threat or politically sensitive situations.**
- **Serves in a lead role to steer the outcome of services for persons referred to the agency.**
- **Determine appropriate data collection for target behaviors. Integrate data to help determine the effectiveness of both nonpharmacological and pharmacological interventions. Review data with interdisciplinary treatment team, including medical providers and psychiatry to revise plan as needed and change target behaviors.**

IV. KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge:

- *Psychiatric rehabilitation, evidence-based practice, person-centered planning, and other relevant social work and behavioral health practices (e.g., Motivational Interviewing, DBT, harm reduction, Illness Management and Recovery, functional behavioral assessment, etc.).*
- *Advanced knowledge of factors that can contribute to problematic and positive (prosocial behavior, applicable laws and regulations, Positive Behavior Support, Trauma-Informed Care, Person-Centered Approaches, & Motivational Interviewing.*
- *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.*
- *Intermediate knowledge of principles, methods, & tools of behavior (assessment, measurement, and data analysis).*

Skills:

- *Conducting comprehensive positive support assessments with people with intellectual disability and co-occurring behavioral health challenges such as mental illness, traumatic brain injury, and substance use disorder.*
- *Effectively engaging Direct Support Professionals (DSPs) from diverse backgrounds in implementing, evaluating, and revising strategies for stabilizing clients' current behavioral health crises—as well as for preventing and responding to future behavioral health crises.*
- *Promoting collaboration and consensus-building among support teams that are often fractured by the stress of dealing with crises.*
- *Teaching ethical positive support concepts and strategies to diverse audiences with widely varying educational and experiential background.*

Abilities:

- *Develop and maintain rapport with all stakeholders.*
- *Clinical assessment strategies, data collection and analysis methods, and standards of best practice.*
- *Respectful advocacy for the individuals served and their identified needs; engagement of individuals served and their supports in achieving collective goals of the person and team.*

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