



STATE OF ALABAMA  
 DEPARTMENT OF MENTAL HEALTH  
 RSA UNION BUILDING  
 100 NORTH UNION STREET  
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 MONTGOMERY, ALABAMA 36130-1410  
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Kay Ivey  
 Governor

Kimberly G. Boswell  
 Commissioner

**EMPLOYMENT OPPORTUNITY**

**JOB TITLE:** Behavior Analyst,  
 Developmental Disabilities **OPEN DATE:** 6/7/2024  
**CLOSE DATE:** Until Filled

**JOB LOCATION:** Department of Mental Health  
 Region IV Community Services **NUMBER:** 24-27  
 400 Interstate Park Drive **JOB CODE:** P3500  
 Montgomery, Alabama 36109

**SALARY**

- Range 76 (\$49,267.20 - \$82,627.20 Annually).
- Salary will be commensurate with experience. Limitations apply to current State employees.

**BENEFITS**

- 12 paid holidays.
- 1 personal leave day accrued each January.
- 13 sick leave days.
- 13 annual leave days accrued in the first year of employment.
- Longevity bonus annually after 5 years of employment.
- Very low-cost health and dental insurance through the [Alabama State Employee Insurance Board](#).
- Defined retirement benefit (not impacted by economic downturns) and a pre-retirement death benefit through the [Retirement Systems of Alabama](#).
  - After 1 year, the minimum amount of the pre-retirement death benefit paid to your designated beneficiary is at least equal to your current or previous fiscal year annual salary.

**MINIMUM QUALIFICATIONS**

- Master’s degree in Behavioral Analysis, Education, or Psychology and certification as a Board-Certified Behavior Analyst (BCBA) as issued by the Behavior Analyst Certification Board
- 48 months or more experience in the practice of behavioral analysis.

*Human services field includes the following disciplines: Social Work, Psychology, Criminal/Juvenile Justice, Special Education, Sociology, Speech Education, Rehabilitation, Counseling, Speech Pathology, Audiology, Nursing, Physical or Occupational Therapy, and any related academic disciplines associated with the study of Human Behavior, Human Skill Development, or Basic Human Care Needs.*

**NECESSARY SPECIAL REQUIREMENT**

- Applicants must be licensed, or eligible for licensure, by the Alabama Behavior Analyst Licensing Board.



### **KIND OF WORK**

- Analyzes and interprets behavioral assessment and treatment data to determine the relative effectiveness of procedures being applied.
- Determines changes to behavioral support plans and level of services.
- Develops action plans to address behavioral barriers to services.
- Serves as member of RFA Review Committee within regional office related to behavioral programming.
- Provides specialized behavioral consultation and guidance to contracted providers.
- Ensures consistency across department standards to include DD certification, Quality Enhancement, and HCBS Medicaid Waiver program compliance through review of discipline-related data and benchmarks.
- Develops behavioral treatment strategies for specialized and complex cases.
- Consults on referrals for DD community to include the dually diagnosed (ID/DD and MI) population, where individuals may transition from hospital placement, incarceration, or unstable community environment.
- Conducts training for staff, family members, caregivers, and providers on behavior management principles and techniques.
- Supervises the work of regional CSS staff members related to behavioral supports programming and consultation.
- Maintains and updates ADMH DD standards and guidelines related to behavioral support services.
- Attend applicable meetings and complete other duties as assigned.

### **REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge of behavior analysis principles and ability to maintain current, evidenced-based field literature regarding behavior analysis.
- Knowledge of professional and ethical guidelines, federal and state laws, and departmental rules governing the practice of behavior modification.
- Knowledge of behavior assessment instruments and measurement principles.
- Knowledge of medications, medication control procedures, and behavior problems related to medications.
- Ability to plan and design individual behavior support programs for assigned individuals.
- Ability to work cooperatively and effectively with staff members, individuals receiving services, and their families.
- Ability to ensure that program delivery staff learn and understand the purpose and methods of implementing individual program plans where applicable.
- Ability to develop valid reliable measures of observing and tracking individuals needs and progress.
- Ability to assess effectiveness of treatment program and make corrections to effect desired results.
- Ability to consult and collaborate with various stakeholder groups, committees, and interdisciplinary groups for the purpose of supporting and expanding service capacity.
- Ability to prioritize, multi-task, and manage workload to meet specific timeframes and deadlines.
- Ability to effectively communicate verbally and in writing.

### **METHOD OF SELECTION**

- Applicants will be rated based on an evaluation of their job-related training, abilities, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as mentioned above.
- All relevant information is subject to verification.

- **Drug screening and security clearances will be conducted on prospective applicants being given serious consideration for employment whose job requires direct contact with patients.**

Click Here to Apply Now:

<https://laserfiche.alabama.gov/Forms/ADMH-Job-Application>

**Only work experience detailed on the application will be considered.** Applications should be submitted by the deadline to be considered. Announcements open until filled will remain open until a sufficient applicant pool is obtained. Applications should be submitted as soon as possible to ensure the application will be considered for the position. Copies of License/Certifications should be uploaded with your application. A copy of the academic transcript is required. Appointment of successful candidate will be conditional based on receipt of the official transcript provided by the school, college, or university.