



BOB RILEY
GOVERNOR

STATE OF ALABAMA
**DEPARTMENT OF MENTAL HEALTH
AND MENTAL RETARDATION**
RSA UNION BUILDING
100 N. UNION STREET
POST OFFICE BOX 301410
MONTGOMERY, ALABAMA 36130-1410



JOHN M. HOUSTON
COMMISSIONER

**ANNOUNCEMENT OF INTENT TO FILL A NON-MERIT POSITION
(AN EQUAL OPPORTUNITY EMPLOYER)**

ANNOUNCEMENT NUMBER: 06-07

JOB TITLE: Psychologist III
(Behavior Analyst)

JOB CODE: P6000 **POSITION:** 8820025

SALARY RANGE: (82) \$52,915 - \$80,662 **DATE:** 2/15/06

JOB LOCATION: Department of Mental Health
And Mental Retardation
Mental Retardation Region I Services
Decatur, Alabama

QUALIFICATIONS: Graduation from an accredited four year college or university, with a doctorate degree in Psychology and 24 months experience in psychological work and administration.

Preference will be given to an applicant whose training is in the specialty area/field of behavior analysis and/or the application of learning principles.

KIND OF WORK: This is professional and administrative psychological/behavior analysis work providing services to consumers with intellectual disabilities, and those with a dual diagnosis of mental retardation and a psychiatric disorder, who live in the community in the northern regional catchment service area in Alabama. In this role the person will directly provide and supervise the provision of psychological/behavior analysis services, and will supervise a small staff of psychological associates and assistants (Behavioral Support Team) to provide preventive and crisis consultation in the areas of behavioral contingency management, and systems development for the provision of quality behavioral programming to include the reduction of maladaptive behaviors and the acquisition of positive, adaptive and functional behaviors; will provide ongoing consultation for regional staff and community vendor programs related to behavior analysis principles and the development of quality services; work closely with committees and consumers' interdisciplinary teams to establish/maintain professional standards of practice for psychological and behavior analysis services; assist community vendor programs to establish a viable process for the review of behavioral support programs and for the operation of a Behavior Program Review Committee; establish/provide regional emergency and consultation supports for persons served by DMH/MR programs in order to minimize/prevent the need for institutional placement due to maladaptive behaviors and/or adaptive behavior deficiencies; establish mechanisms to collect and analyze data related to behavioral programs, Psychologist III, 06-07

and provide consultation to vendors on methods of behavioral data collection and analysis, and take corrective actions as indicated by data and other reports related to behavioral services.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES: Thorough working knowledge of mental retardation/developmental disabilities, psychological and behavior analysis principles and treatment strategies, and behavioral assessment techniques/protocols to diagnose, plan treatment/training, and evaluate treatment/training programs; knowledge of psychotropic/psychoactive and anti-convulsant medications and their relationship/role in an individual's treatment regime and as related to standards of care and treatment; ability to communicate effectively both orally and in writing; ability to provide training to large and small groups of persons in the area of psychological and behavioral programming and behavior analysis; ability to work effectively with individuals, groups, committees, departments, and other agencies. Must have computer skills sufficient to maintain databases, compile data, and to develop charts, graphs, etc.

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

HOW TO APPLY: An official **Application for Professional Employment** may be obtained from this office, from any Department of Mental Health and Mental Retardation facility personnel office, or visit our website at www.mh.state.al.us. **Only work experience detailed on the application form will be considered. Additional sheets, if needed, should be in the same format as the application.** Resumes will not be accepted in lieu of an official application. Applications should be returned to: **HUMAN RESOURCE MANAGEMENT, DEPARTMENT OF MENTAL HEALTH AND MENTAL RETARDATION, P.O. BOX 301410 RSA UNION BUILDING, 100 NORTH UNION STREET, MONTGOMERY, ALA. 36130 BY _____ Until Filled,** in order to be considered for this position. COPIES OF LICENSE/CERTIFICATIONS SHOULD BE FORWARDED WITH YOUR APPLICATION OR FURNISHED DURING INTERVIEW. ***AN OFFICIAL COPY OF ACADEMIC TRANSCRIPTS IS REQUIRED AND MUST BE FORWARDED BY THE COLLEGE OR UNIVERSITY TO THE PERSONNEL DEPARTMENT AT THE ABOVE ADDRESS. DRUG SCREENING REQUIRED.***