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**Job Details**

**Job Class: Behavior Analyst 3 Supervisor**

**Working Title: Community Support Service Team Leader**

**Who May Apply:** Open to all qualified job seekers

**Date Posted:**

**Closing Date:**

**Hiring Agency:** Department of Human Services

**Division/Unit:** Direct Care & Treatment / Community Support Services

**Work Shift:**Day

**Work Hours:** 8:00am – 4:30pm

**Days of Work:** Monday - Friday

**Travel Required:** Yes

**Salary Range**: $26.04 - $37.79/ hourly; $54,372 - $78,906 annually

**Job Class Option:** None

**Classified Status:** Classified

**Connect 700 Program Eligible:** Yes

**Job Summary**

This position will be located in Moorhead, MN.

The Behavior Analyst 3 Supervisor will be reasonable for the following:

* Provide operational leadership to the local CSS team, including budget management and staff supervision;
* Ensure that services adhere to applicable policies, protocols, licensing standards, and legal requirements;
* Promote collaborative relationships with regional and statewide stakeholders;
* Ensure provision of quality services consistent with the DHS mission and CSS guiding principles;
* Facilitate efficient and effective access to CSS services;
* Contribute to CSS service development statewide through active participation in the CSS Leadership Team.

## **Minimum Qualifications**

## To be considered, the candidate must have:

-A Bachelor’s degree in behavior analysis or a behavioral health-related field (e.g., psychology, social work, counseling, etc.); AND

-At least three (3) years of experience developing and implementing positive support interventions for individuals exhibiting challenging behavior and/or co-occurring intellectual/developmental disability and mental illness; AND

To be credited, experience must demonstrate:

Knowledge of:

* Positive support strategies, including Person-Centered Thinking and Planning, Positive Behavior Support, recovery-oriented mental health supports;
* Professional and ethical guidelines for clinical staff;
* Demonstrated effective group facilitation skills;
* Various federal, state and county programs, providers and service needs including Waiver Services;
* Program evaluation and quality assurance measures and strategies;
* Instructional techniques and methodologies used to deliver services to persons with intellectual/developmental disabilities and related conditions;
* Basic business strategies sufficient to recommend, evaluate, and monitor a budget;
* Case management sufficient to ensure that service requirements for assigned cases are met on a timely basis;
* Assessment instruments and measurement principles sufficient to develop valid, reliable measure of client needs;

Ability to:

* Communicate effectively, orally and in writing, to ensure a common understanding of programming needs, methodologies, and implementation methods, and lead the work of staff;
* Lead the work of staff to ensure effective delivery of COMMUNITY SUPPORT SERVICES;
* Train and direct staff in service implementation
* Effectively negotiate and promote collaborative problem solving

Must possess and maintain a valid driver's license.

**Additional Requirements**

To facilitate proper crediting, please ensure that your resume clearly describes your experience in the areas listed and indicates the beginning and ending month and year for each job held.  
  
REFERENCE/BACKGROUND CHECKS - The Department of Human Services will conduct reference checks to verify job-related credentials and criminal background check prior to appointment.

**Application Details**

## **Why Work For Us**

GREAT BENEFITS PACKAGE! The State of Minnesota offers a comprehensive benefits package including low cost medical and dental insurance, employer paid life insurance, short and long term disability, pre-tax flexible spending accounts, retirement plan, tax-deferred compensation, generous vacation and sick leave, and 11 paid holidays each year.

Our mission as an employer is to actively recruit, welcome and support a workforce, which is diverse and inclusive of people who are underrepresented in the development of state policies, programs and practices, so that we can support the success and growth of all people who call Minnesota home.

## **How to Apply**

Click “Apply” at the bottom of this page. If you are unable to apply online, please contact the job information line at 651.259.3637.

For additional information about the application process, go to <http://www.mn.gov/careers>.

## **Contact**

If you have questions about the position, contact Michael Scharr at [michael.scharr@state.mn.us](https://www.sema4.state.mn.us/psc/hcm92ap/EMPLOYEE/HRMS/c/first.last@state.mn.us)

If you are a Connect 700 applicant, please email your certificate to Danielle Pekarna at [danielle.pekarna@state.mn.us](mailto:danielle.pekarna@state.mn.us) by the position close date

If you are an individual with a disability and need an ADA accommodation for an interview, you may contact the Department of Human Services’ ADA Coordinator at 651-431-4945

AN EQUAL OPPORTUNITY EMPLOYER

The State of Minnesota is an equal opportunity, affirmative action, and veteran-friendly employer. We are committed to providing culturally responsive services to all Minnesotans. The State of Minnesota recognizes that a diverse workforce is essential and strongly encourages qualified women, minorities, individuals with disabilities, and veterans to apply.

We will make reasonable accommodations to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at 651.259.3637 or email [careers@state.mn.us](mailto:careers@state.mn.us). Please indicate what assistance you need.