

PSYCHOLOGIST II

NATURE AND VARIETY OF WORK

This is highly responsible full performance level professional and administrative work in the areas of counseling or industrial psychology. Incumbents deal with job-related stress and problems within a public safety department (e.g., Police, Fire) or develop assessment techniques designed to evaluate psychological or behavioral traits and characteristics within the County workforce. Work is performed with a high degree of competency in providing services to clients and/or in developing psychological/behavioral profiles. Work is performed under general supervision and is evaluated by the section chief based upon reports, products, and conferences designed to achieve program goals and objectives.

EXAMPLES OF WORK (ILLUSTRATIVE ONLY)

Performs the full range of duties normally contemplated for positions in this class of work.

Develops and applies psychological principles, techniques, and tests to personnel administration, management and/or marketing problems.

Applies psychological data, methods, principles, or techniques to the solution of problems encountered in direct service personnel psychological work.

Observes details of work and interviews workers and supervisors to establish physical, mental, educational and other job requirements.

Develops and validates test documents and procedures; provides expert testimony concerning validation procedures.

Provides expert testimony and is the responsible authority for a department in matters of psychological maladjustments and disorders.

Performs duties within a professional manner within the policies and guidelines of the department.

Meets with officials from other jurisdictions desiring to learn about the clinical approach to discovery and treatment of psychological disturbances.

Develops, selects, administers, scores and interprets psychological tests to assess intellectual functioning, personality structure, interests, aptitudes and other psychological factors.

Makes recommendations based on the application of a wide range of projective and objective tests.

Participates in staff meetings to discuss and evaluate adjustment and treatment plans.

Acts in the absence of the supervisor as required.

May participate in programs providing special community services.

Organizes training programs, applying principles of learning and individual differences and evaluates and measures effectiveness of training methods by, for example, statistical analysis of production rate, reduction of accidents, absenteeism and turnover.

Willingly and cooperatively performs tasks and duties which may not be specifically listed in the class specification or position description, but which are within the general occupational category and responsibility level typically associated with the employee's class of work.

REQUIRED KNOWLEDGES, SKILLS AND ABILITIES

Thorough knowledge of the theories and principles of counseling or industrial psychology which may include human growth and development, personality development, learning theory, interviewing techniques, personality and intelligence measurements; test development and psychometrics.

Considerable knowledge of the functions and activities of a department, the work involved and current practices, philosophy and procedures within a department as they relate to the psychological technique in use.

Ability to interpret a variety of diagnostic assessment services including the selection, administration, scoring and interpretation of a wide range of psychological tests, to measure and evaluate intellectual functions, personality structure, interest aptitudes and related psychological factors.

Ability to develop/select administer and interpret tests that conform to the uniform guideline requirements.

Ability to gather, summarize, analyze and meaningfully interpret psychological information, statistics and data.

MINIMUM QUALIFICATIONS

Graduate of an accredited college or university with a master's or higher degree in industrial/personnel/counseling psychology or a related field; plus one (1) year of professional level personnel psychology experience in which the candidate has demonstrated the knowledges, skills and abilities required for the successful performance of the work of the position.

DESIRABLE QUALIFICATIONS

Satisfactory completion of all requirements for a doctoral degree (PHD or equivalent) in industrial/personnel/clinical/psychology.

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