

PSYCHOLOGIST III

NATURE AND VARIETY OF WORK

This is senior level professional and administrative work in the areas of clinical counseling services within a public safety department (e.g., Police, Fire). Incumbents deal with job-related stress and problems within the department to include developing assessment techniques designed to evaluate psychological or behavioral traits and characteristics within the County workforce. Work assignments are performed with a high degree of competency in providing services to clients and in developing psychological/ behavioral profiles. Work is performed independently under general supervision and is evaluated by the division chief based upon reports, products, and conferences designed to achieve program goals and objectives. Incumbents may supervise, lead and coordinate the work of clerical, para-professional and professionals. Incumbents provide key administrative and technical support to the Psychological Services Manager and may function in the absence of the Manager.

EXAMPLES OF WORK (ILLUSTRATIVE ONLY)

Plans, leads and coordinates the work of subordinates.

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.

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

Administers, scores and interprets a wide range of standardized psychological tests to measure and evaluate 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.

Participates 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

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

Advanced 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

Masters degree in industrial/personnel/counseling psychology or related field, plus three (3) years of professional level personnel psychology experience: or satisfactory completion of all requirements for a doctoral degree (PHD or equivalent) industrial/personnel/clinical/psychology: or any equivalent combination of education or experience.

DESIRABLE QUALIFICATIONS

Doctoral degree in Clinical Psychology and one (1) year of post-doctoral experience.

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