

PSYCHOLOGIST 3

KIND OF WORK

Professional administrative psychological work.

NATURE AND PURPOSE

Under general direction, provides consultation and guidance to other psychologists, community providers or the courts in a specialized area of psychology or to top management staff in the overall design, implementation and evaluation of psychology-based treatment programs for a facility or major disability group including the establishment of program standards and policies, coordination of research and the development of training programs and credentialing standards. Performs related work as required.

A Psychologist 3 will have a broad range of clinical experience and advanced knowledge of psychological theory and principles, obtained through completion of a Ph.D. program in Psychology. Problem-solving at this level is guided by organizational policies and procedures. The programs administered at this level will be characterized by: diverse client populations, multiple diagnoses/disabilities, and application of a broad range of psychotherapy techniques. In addition, some positions will have on-going community assignments.

Performs related work as required.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned.)

Designs/evaluates service delivery systems for treatment programs to insure that psychological services are comprehensive and effective. This is achieved by: assessing service needs; researching current trends in treatment practices; and new experimental treatment methods and approaches; and, where appropriate, incorporating these into practical treatment systems.

Develops treatment standards to insure quality psychological services to clients/residents and to insure compliance with accreditation criteria. This is achieved by: randomly auditing treatment plans, reviewing the delivery of psychological services, evaluating staff Psychologists, and representing the psychology department on quality assurance and treatment committees.

Devises criteria for initial hiring and continued employment of staff Psychologists and Behavior Analysts to insure that staff have necessary skills to perform their program responsibilities. This is achieved by: establishing education and experience criteria, recruiting and interviewing applicants, and evaluating the performance of department staff.

Develops clerkship/internship/practicum programs for graduate students in psychology in order to educate and increase professional participation in facility programs. This is achieved by: offering training opportunities to local universities and colleges, establishing training guidelines for students, and evaluating students' clinical performance.

Designs and/or coordinates in-service training for treatment professionals to insure that staff achieve and maintain adequate skill levels to perform treatment responsibilities. This is accomplished by: designing curriculum and teaching in-service classes, scheduling case presentations at staff meetings, scheduling Psychologists from other agencies to lead grand rounds and to teach in-service classes.

Directs and guides staff Psychologists at the facility and community providers in the diagnosis and treatment of difficult cases to insure that clients/residents receive quality treatment. This is accomplished by: assessing case information, researching issues, and developing alternative treatment options.

Assesses and treats most complex cases so that clients/residents reach an optimal level of functioning. This is accomplished by: applying advanced techniques and principles of psychotherapy and behavior management.

Directs a facility's psychological research program so that treatment efforts effect positive changes in residents'/clients' behavior. This is accomplished by: assessing current research methodology and designing new methodologies, monitoring all research activities at a facility, chairing or serving on research committees.

Selects appropriate psychological tests to be used by the facility in order to insure a valid evaluation process. This is accomplished by reviewing available testing instruments and applying testing instruments in controlled situations to determine their suitability.

Designs and/or approves design of data collection systems in order to monitor the effectiveness of behavior programming efforts. This is accomplished by: training staff in principles of measurement; operational definitions of behaviors; standardization of observations; recording observations; and interpretation and presentation of data.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Psychological assessment/evaluation and treatment services of one or more disability groups sufficient to guide the efforts of other Psychologists and community providers in the development of effective, individualized treatment programs and services.

Standards, policies, laws, and rules relating to the delivery of psychological services to effectively guide others in the development of treatment programs and individual treatment plans.

Other health professions and treatment methods sufficient to permit the design of treatment plans and programs focusing on the overall needs of clients and to integrate psychological aspects of treatment with other disciplines.

Psychological and research methodology sufficient to guide other Psychologists in locating informational resources and in interpreting research results.

Psychological evaluation methods sufficient to make assessments of residents'/clients' mental, emotional, and behavioral status and to guide others in making assessments in complex cases involving multiple diagnosis.

Behavioral programming and operant conditioning principles sufficient to guide Psychologists and other professionals in the development of treatment programs and individual plans and to provide guidance to top agency managers and professionals in policy formation.

Ability to:

Work with other professionals, psychologists, facility department heads, program evaluation staff, and community providers sufficient to achieve and maintain a high level of integration of treatment programming.

Analyze and interpret research and issue analysis sufficient to apply and guide other professionals in the application of improved treatment methods.

Communicate effectively orally and in writing so that the interests of the clients and the standards of the psychology profession are represented in a facility's treatment policies and practices.

LEGAL/LICENSURE REQUIREMENTS

Licensure by the Minnesota Board of Psychology as a Licensed Psychologist is required.

Est.: 3/11/66
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T.C.:
Former Title(s):