

PSYCHOLOGIST SUPERVISOR

KIND OF WORK

Professional supervisory Psychological work.

NATURE AND PURPOSE

Under limited supervision, supervises a staff of employees responsible for the provision of clinical psychological services to disability groups or psychological services and overall service delivery to a residential living unit. Designs, implements, and evaluates treatment programs and therapies, provides consultation and training to treatment teams, provides direct therapy and treatment services. Performs related work as required.

A Psychologist supervisor will have knowledge of Psychological theory and principle obtained through clinical experience and a Master's degree in Psychology. Problem solving is guided by technical supervisory direction, as well as principles and standards of the practice of Psychology and by facility policies and procedures.

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

Plans, organizes, assigns, and directs work activities of subordinate staff to facilitate attainment of unit goals, and ensure consistent application of professional guidelines and facility procedures and policies.

Hires, promotes, disciplines and determines separation and grievance dispositions to ensure qualified individuals are employed, retained and treated equitably.

Reviews and compares work performance of subordinates with established standards to determine training needs and/or recommend other appropriate personnel actions.

Trains subordinates in treatment methodologies and in the facility's guidelines, procedures, and policies to maintain and/or improve the skill level of employees in accordance with established performance standards.

Assesses, reviews, and monitors resident/client behavioral programs to determine if they are successfully reducing inappropriate behavior through the use of operant learning principles. This is accomplished by reviewing program design to ensure that it focuses on appropriate issues, that it conforms to policies and guidelines, that parallel companion programs have been written, and that the fortuitous learning of new maladaptive behaviors is minimized or considered and addressed.

Designs, plans, and conducts individual and group psychotherapy to restore or maintain residents'/clients' level of functioning. This is accomplished by observing behaviors, interviewing and discussing with residents'/clients their problems, conflicts and feelings; and recommending a plan of corrective action to the client.

Contributes psychological expertise to inter-disciplinary treatment teams to provide a standardized, valid basis for establishing new goals and programs for residents and to ensure integration of treatment efforts. This is achieved by: updating and interpreting residents'/clients' psychological assessments; analyzing, reviewing, and summarizing residents'/clients' behavior changes in response to treatments and medications; and recommending alternative treatment.

Consults with providers about community follow-up services for discharged residents'/clients to ensure placement success. This is achieved by: assessing behavioral problems and advising community personnel on appropriate solutions.

Represents the Psychology Department on facility-wide committees and task forces, such as Behavior Review, Research, Human Rights, and Quality Assurance so that sound therapeutic principles are applied consistently throughout a facility. This is accomplished by reviewing the facility's treatment policies and practices.

Testifies on the psychological status of residents'/clients at court hearings to provide a valid basis for court decisions.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Psychotherapy methods sufficient to provide effective treatment plan delivery.

Psychological tests and assessments and their interpretation sufficient to develop information that serves as a valid basis for recommending treatment plans and therapies.

Individual and group therapy methods sufficient to meet the needs of the assigned disability group.

Operant learning principles and applied behavior modification principles sufficient to permit the development and implementation of effective treatment programs.

Crisis intervention principles sufficient to be able to respond to clients and to train others in crisis intervention.

Ability to:

Supervise the work of subordinate staff to ensure effective delivery of psychological services.

Work with other professionals, psychologists, facility department heads, program evaluation staff, and community providers sufficient to maintain and approve the integration of treatment programming.

Communicate effectively, orally and in writing, so that the interests of the client and the standards of the Psychology profession are represented in the facility's treatment policies and practices.

Est.: 4/81T.C.: 3/87

Rev.: 3/87Former Title(s): Psychologist 2

- Supervisor