

PSYCHOLOGICAL SERVICES DIRECTOR

KIND OF WORK

Professional supervisory psychological work.

NATURE AND PURPOSE

Under general direction, supervises professional staff responsible for the delivery of psychological services for a facility or one or more major disability groups including the establishment of program policies and standards, quality assurance standards, coordination of research, establishment of plans to address training needs, and the establishment of credentialing and selection standards. Performs related work as required.

A Psychological Services Director 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 supervised at this level will be characterized by: diverse client population; multiple diagnoses/disabilities, and application of a broad range of psychotherapy techniques. In addition, some position will have ongoing community assignments.

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 the work activities of subordinate staff to facilitate the obtainment of the facility's goals and to assure the consistent application of professional guidelines, procedures and policies.

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

Devises criteria for initial hiring and continued employment for 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 increased 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 Psychologists or Behavior Analysts to ensure 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 inservice classes.

Designs/evaluates service delivery systems for treatment programs to ensure 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 system.

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

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

As a master clinician, 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 affect 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.

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 promote 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 methodologies 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 diagnoses.

Behavioral programming and operate 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:

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 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 interest of the clients and the standards of the psychology profession are represented in a facility's treatment policies and practices.

LEGAL OR LICENSURE REQUIREMENTS (These must be met by all employees prior to attaining permanent status in the class.)

Licensure by the MN Board of Psychology as a licensed Consulting Psychologist is required by some positions.