

**MONTGOMERY COUNTY GOVERNMENT
ROCKVILLE, MARYLAND
CLASS SPECIFICATION**

**Code No. 002501
Grade 29
FLSA: Exempt**

PSYCHOLOGIST*

DEFINITION OF SERIES:

This is professional clinical psychology work providing direct clinical services (crisis intervention, psychological assessment, testing, evaluation, diagnosis, and psychotherapeutic treatment) to child, adolescent and adult clients with problems concerning personality, emotional adjustment, behavior or mental illness.

DISTINGUISHING CHARACTERISTICS:

This is the advanced level in the Psychologist series. A Psychologist is trained and licensed to conduct intensive psychological tests. At this level, considerable latitude for independent judgment, initiative and action is exercised.

MAJOR DUTIES:

An employee in this class is responsible for conducting a wide variety of psychodiagnostic evaluations and tests in order to assess intellectual capacity, emotional function, and capacity for life functions, abstract reasoning, memory, sequential reasoning, and other mental/emotional areas as they reflect mental health and behavior problems. The employee applies mastery of the field of clinical psychology to interpret and apply new theories/developments to unusual conditions and psychological problems which are not always susceptible to treatment by conventional methods. Employees in this class may be assigned to the Police Department, and provide consultation services to management and supervisors concerning psychological issues, and develop and present recruit and in-service training.

EXAMPLES OF DUTIES: (Illustrative Only)

- Provides direct clinical service to clients which includes stabilizing and managing individuals in mental health crises (crisis intervention); independently conducting psychodiagnostic evaluations and formulating diagnoses; providing individual, family and group psychotherapy; and establishing and maintaining client records.
- Participates in special studies and research projects; e.g., developing data base for statistical analysis of client information, designing validation study for psychological testing program, etc.
- Interprets results of psychodiagnostic evaluations for referring staff members; agencies requesting special evaluations, i.e., courts, schools, and hospitals; as well as for patients and family members.
- Provides consultation to management and supervisors concerning psychological issues, and develops and presents training.
- Administers, scores, and interprets a wide range of standardized psychological tests to measure and evaluate intellectual functioning, personality structure, interest, aptitude and related psychological factors; prepares comprehensive reports on such tests for use in diagnosis and treatment.
- Collaborates with multi-disciplinary mental health team for treatment planning, case review and consultation.
- Provides clinical supervision and training to masters and doctoral level students and volunteers.
- Consults with County Government health care and social service professionals and private service providers to establish and improve mental health programs and services.
- Performs related duties as required.

SUPERVISORY CONTROLS:

At this level, the employee has full technical responsibility for the work. They apply their expertise in determining the best approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress, potentially controversial matters, or far-reaching implications. Completed work is reviewed for conformity through records and conferences and their effectiveness in meeting program objectives.

SUPERVISION EXERCISED:

Employees in this class may lead lower-level positions.

GUIDELINES:

Work is performed under the general direction of a program manager/administrator in accordance with applicable Federal, State and County regulations and policies.

COMPLEXITY:

A Psychologist performs highly analytical work in the application and interpretation of psychodiagnostic test results, and in the application of extensive forms of analysis to make a psychological diagnosis.

SCOPE AND EFFECT:

The work has a direct impact on the health and well-being of clients and the community.

CONTACTS:

Contacts are with clients and their families, County Government health care professionals and other public and private health care-related agency representatives, and representatives of the court and school systems for the purpose of consultation/reaching agreement on treatment plans, providing and coordinating direct treatment services, and resolving clinical problems.

PUBLIC SERVICE/ASSISTANCE:

The public service and assistance a Psychologist provides involves intensive interaction with the client and client family members.

HAZARDS:

Work involves occasional exposure to aggressive and unpredictable behavior from clients.

MINIMUM QUALIFICATIONS:

Education: Graduation from an accredited college or university with a Doctoral degree in Psychology as defined by Health Occupations Article, 18-101, Annotated Code of Maryland.

Experience: Two (2) years of professional, supervised experience in clinical therapeutic practice, including diagnostic and psychological testing service experience.

Equivalency: Must meet the general provisions of the Maryland State Board of Examiners of Psychologists as stated in Health Occupations Article 18-101, 18-302, and the Code of Maryland Regulations (COMAR) 10.36.07 and 10.36.07.04.

Knowledge, Skills, and Abilities:***Thorough Knowledge of:***

- Thorough knowledge of, and the ability to apply the theories and principles of psychology, human growth and development, normal and abnormal personality development, and learning theory; interviewing techniques; and personality, intelligence, interest and aptitude measurements.
- Thorough knowledge of and the ability to apply psychological principles and methods in the

diagnosis, prevention, treatment and amelioration of psychological problems, emotional and/or mental conditions of individuals and groups.

- Thorough knowledge of modern psychological tests, testing techniques and procedures.
- Thorough knowledge of the psychological services provided in a community mental health program.
- Thorough knowledge of applicable Federal, State and County laws and regulations.

Skills In:

- Skill in utilizing analytical, scientific, or specialty software.
- Skill in applying and interpreting psychological tests and diagnoses.
- Skilled in selecting, organizing, and logically processing relevant information (verbal, numerical, or abstract) to solve a problem.
- Skill in developing and maintaining effective, empathetic, and professional clinical relationships.
- Skilled in communicating and understanding information, drawing inferences, forming hypotheses and developing logical arguments.
- Skilled at expressing information verbally so that others will understand, agree or comply, and, at times, be convinced or persuaded. This includes the ability to listen ‘actively’ and encourage effective oral communication by others such as clients and their families.
- Interpersonal skills to interact with business contacts in a businesslike, customer service-oriented manner; this includes skill in establishing and maintaining effective professional working relationships and working as a member of an interdisciplinary team.

Ability to:

- Ability to administer, score and interpret difficult and complex psychological tests.
- Ability to establish and maintain effective working relationships with clients and their families, County health care professionals and other public and private health care-related agency representatives, and representatives of the court and school systems.
- Ability to communicate clearly and effectively.
- Ability to attend meetings or perform other assignments at locations outside the office as necessary.

Licenses, Registrations, Certifications, or Special Requirements:

- Licensure as a Psychologist by the Maryland State Board of Examiners for Psychologists by the date of appointment to a County Psychologist position.

Note: There will be no substitutions for this section.

WORK ENVIRONMENT:

Work is primarily sedentary in nature and performed in an office environment.

PHYSICAL DEMANDS:

May involve evening-weekend-holiday duty or rotating shifts. The work requires ordinary physical effort to sit, walk, stand, bend, and reach or carry light items. Ability to attend meetings or perform other assignments outside the office, such as responding to the scene of a critical incident or location.

PROBATIONARY PERIOD:

Individuals appointed to a position in this class will be required to serve a probationary period of twelve (12) months and, if promoted to a position in this class, will be required to serve a probationary period

of six (6) months. Performance will be carefully evaluated during the probationary period. Continuation in this class will be contingent upon successful completion of the probationary period.

BARGAINING STATUS: Positions in this class are normally unrepresented.

MEDICAL EXAM PROTOCOL: Limited Core Exam. Positions assigned to Fire and Rescue require Limited Core Exam with Drug/Alcohol Screen.

PROMOTION POTENTIAL:

This is the budget level classification for the series. Employees may be competitively promoted into a vacant Psychologist Supervisor position provided that the employee meets the minimum qualifications of that class.

Class Established: December 1964

Revised: November 1969

January 1988

Classification Study: May 1996 (M)

January 2006

October 2006

August 2013

October 2014

Revised (Medical Protocol): February 2022

Revised (Budget Level & format): June 2022

Formerly Titled: “Psychologist”

Formerly Titled: “Psychologist III”