

Iowa Department of Administrative Services – Human Resources Enterprise  
Job Classification Description

## Psychologist 3

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### Definition

Coordinates a sub-departmental program(s) of testing and evaluation, behavioral modification/management, or diagnostic-evaluation and intake at a state mental health, intellectual disability, long-term care, or correctional facility, or provides and oversees clinical supervision provided by other psychologists and staff for college psychology students affiliating with the state facility; provides professional psychological services; performs related work as required.

*The work examples and competencies listed below are for illustrative purposes only and not intended to be the primary basis for position classification decisions.*

### Work Examples

Coordinates and oversees programs adjunct to the ongoing programs of the institution, e.g., testing, counseling, behavior modification/management, developmental therapy, psychotherapeutic techniques.

Carries out caseload responsibilities within a defined treatment unit for diagnosis, evaluation, and/or treatment of a selected group of adults or children with mental or emotional disorders, alcohol or drug abuse histories, or persons with an intellectual disability; employs a variety of highly complex and refined psychological testing, projective, and interpretive techniques.

Designs behavior modification programs and trains direct care staff in behavior management principles and procedures.

Consults with treatment teams and similarly defined units when unusually difficult cases and problems are encountered.

Submits research and program proposals to professional management staff; designs, coordinates and carries out selected psychological research projects to investigate habilitative treatment techniques.

Attends and conducts professional staff meetings.

Prepares reports and evaluations.

### Competencies Required

Knowledge:

- Psychology – Human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.
- Therapy and Counseling – Principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.
- Customer Service – Principles and processes for providing customer services, including customer needs assessment, meeting quality standards for services, and evaluating customer satisfaction.

- Law and Government – Laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.
- English Language – The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.

**Abilities:**

- Problem Sensitivity – Tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- Deductive Reasoning – Apply general rules to specific problems to produce answers that make sense.
- Inductive Reasoning – Combine pieces of information to form general rules or conclusions.
- Oral Comprehension – Listen to and understand information and ideas presented through spoken words and sentences.
- Oral Expression – Communicate information and ideas in speaking so others will understand.
- Law and Government – Understand and adhere to applicable laws, legal codes, administrative rules, and regulations.
- Written Comprehension – Read and understand information and ideas presented in writing.

**Skills:**

- Active Listening – Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Critical Thinking – Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Speaking – Talking to others to convey information effectively.
- Complex Problem Solving – Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions
- Active Learning – Understanding the implications of new information for both current and future problem-solving and decision-making.
- Judgment and Decision Making – Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Service Orientation – Actively looking for ways to help people.
- Complex Problem Solving – Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

**Minimum Qualification Requirements**

Applicants must meet at least one of the following minimum requirements to qualify for positions in this job classification:

- 1) Graduation from an accredited college or university with a doctorate degree in psychology, behavior analysis, or counseling, and experience equal to two years of full-time clinical work in

the provision of counseling and therapy in an institutional or community mental health, intellectual disability, long-term care, or correctional program.

- 2) Graduation from an accredited college or university with a master's degree in psychology, behavior analysis, or counseling, and experience equal to four years of full-time clinical work in the provision of counseling and therapy in an institutional or community mental health, intellectual disability, long-term care, or correctional program.
- 3) Possession of a license to practice psychology from the Iowa Board of Psychology.
- 4) Current, continuous experience in the state executive branch that includes eighteen months of full-time work as a Psychologist 2.

### **Notes**

Designated positions at the Glenwood and Woodward Resource Centers require certification with the Behavior Analyst Certification Board as a Board-Certified Behavior Analyst, or require such certification within a period of time after hire as determined by the appointing authority.

Designated positions may require licensure by the Iowa Board of Psychology Examiners, as determined by the appointing authority.

*Effective date: 11/18 SA*