

Psychology Associate

DESCRIPTION OF WORK: This class is responsible for providing psychological services including diagnostic services (assessing intelligence, adaptive functioning, vocational aptitude, academic ability and personality characteristics) and providing direct psychological services at a high level of clinical expertise.

EXAMPLES OF COMPETENCIES:

CONTRIBUTING:

- **Knowledge – Technical:** Basic knowledge of psychology principles, techniques and practices. Basic knowledge of assessment principles and techniques, and appropriate counseling techniques. Basic knowledge of the populations served and its needs. Skill in observing, recording and evaluating behaviors among the population served.
- **Therapeutic Counseling:** Working understanding of learning theory and ability to adapt and implement theory to specific client needs. Ability to model target behaviors.
- **Communication and Teamwork:** Ability to listen, ask questions and give feedback to employees. Ability to give clear and concise instructions. Ability to develop and maintain effective communication and work relationships with Physicians, upper management healthcare personnel, patients, families, agencies and others.
- **Interpersonal Skills:** Ability to relate positively and calmly to clients. Ability to communicate specific behavioral concepts and techniques. Ability to relate in a consultative role with clients and their families.
- **Planning/Organizing Work:** Ability to participate in the development of treatment plans.
- **Advocacy Skills:** Ability to assess adaptive, developmental and social behavioral levels of clients referred for their current functioning level. Knowledge of available services and ability to refer clients and families to those services.

JOURNEY

- **Knowledge – Technical:** Working knowledge of psychology principles, techniques and practices. Working knowledge of assessment principles and techniques, and appropriate counseling techniques. Working knowledge of the populations served and its needs.
- **Therapeutic Counseling:** Full understanding of theories of human behavior, change processes, learning theory, and treatment of physical/mental health concerns to provide therapeutic services.
- **Communication and Teamwork:** Ability to write reports to upper management on operations of the program. Ability to disseminate information on changes in policies, procedures, protocols, etc., via various channels such as meetings, bulletin boards, memos, email, etc. Ability to effectively articulate staffing and recruitment needs to management and administration.
- **Interpersonal Skills:** Ability to relate positively to community groups and other professionals.
- **Planning/Organizing Work:** Ability to develop and implement treatment plans as a fully functioning member of the treatment team. Ability to train families and other staff in specifics of the plans.
- **Advocacy Skills:** Ability to assess a wide variety of current and projected needs of clients. Ability to follow-up on services being provided to the clients to assure needs are being met. Ability to provide and implement some of the services needed, using counseling and behavioral modification approaches.

ADVANCED

- **Knowledge – Technical:** Full knowledge of psychology principles, techniques and practices. Full knowledge of assessment principles and techniques, and appropriate counseling techniques. Full knowledge of the populations served and its needs.
- **Interpersonal Skills:** Ability to relate positively in a crisis situation and in dealing with more complex cases. Ability to work with a variety of professionals representing various disciplines related to the client's specific needs.

- **Therapeutic Counseling:** Ability to modify counseling techniques as required by the nature of the diagnosis.
- **Communication and Teamwork:** Ability to disseminate information from administration/management including ability to provide interpretation and clarification of information to staff.
- **Planning/Organizing Work:** Ability to review existing treatment plans and identify areas needing improvement. Ability to recommend modifications to those plans and monitor implementation.
- **Advocacy Skills:** Ability to identify client needs in more complex cases and to obtain appropriate services required to meet those needs. Ability to establish both short- and long-range goals for both clients and their families. Ability to serve as a liaison between clients and providers of services.

MINIMUM TRAINING AND EXPERIENCE: Master's degree in Psychology.

Eligibility for licensure in North Carolina under provisions specified by the Psychology Practice Act.

Special Note: This is a generalized representation of positions in this class and is not intended to reflect essential functions per ADA. Examples of competencies are typical of the majority of positions, but may not be applicable to all positions.