

## CLINICAL CHAPLAIN III

DESCRIPTION OF WORK

Work in this class involves directing an accredited program in clinical pastoral education and providing comprehensive pastoral care services for mentally and physically ill, confined, and emotionally disturbed individuals.

Employees plan, organize and direct a recognized clinical chaplaincy training program with responsibility for coordinating and directing the work of both staff chaplains and student interns. Work may also involve responsibility for directing a statewide religious and moral education program for a major state agency. Work is performed independently and requires the exercise of initiative and discretion in using the resources of religion in meeting spiritual, emotional and social needs of institutionalized persons. Work is performed under the administrative supervision of institution or agency director and is reviewed through periodic conferences and written reports to determine the achievement of objectives and adherence to established policies and procedures.

EXAMPLES OF DUTIES PERFORMED

Develops plans, policies, and procedures for conducting a clinical chaplaincy training program; supervises the training of chaplain interns as they develop professional and personal skills. Establishes and maintains liaison with theological schools and religious organizations providing chaplain interns to the institution.

Participates in and assigns responsibility for conducting religious services and religious educational programs within the institution.

Provides pastoral care and counseling for individuals within the institution regarding their personal and spiritual problems.

Plans and develops periodic training programs designed to increase the clinical counseling knowledge and skills of parish clergyman or other participating ministers.

Cultivates and maintains a relationship with the treatment staff and other employees in order to provide pastoral resources to all personnel within the institution.

Coordinates and directs religious and moral education programs in numerous institutions throughout the state; assists agency director in determining program needs and ways through which these needs can be met; assists in recruiting chaplains for various institutions and determines that religious services are provided as needed.

Performs related duties as required.

RECRUITMENT STANDARDSKnowledges, Skills, and Abilities

Thorough knowledge of theology.

Thorough knowledge of the principles and methods of clinical pastoral care and the role of the chaplain in an institutional setting.

Ability to plan, organize and develop a clinical chaplaincy training program and comprehensive pastoral care program.

Ability to deal harmoniously with residents and their relatives, staff, and student interns.

Ability to express oneself clearly in oral and written form.

Minimum Education and Experience

Graduation from a recognized school of theology, and ordination as a clergyman in good standing with his denomination; and three years of institutional experience as a clinical chaplain, or five years of experience as a parish clergyman; or an equivalent combination of education and experience.

### Special Requirements

Certification as an acting or full chaplain supervisor by a national certifying and accrediting organization which has standards equal to those of the Association of Clinical Pastoral Education, Inc. would be required for those employees directing accredited programs of clinical pastoral education.

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

PREPARED BY  
NORTH CAROLINA STATE PERSONNEL DEPARTMENT

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