

Code: 5257

Title: SHERIFF'S PSYCHOLOGIST

SUMMARY: Serves as advisor and clinical psychological specialist to the Pima County Sheriff's Department staff at all levels by providing a variety of professional psychological services.

DUTIES/RESPONSIBILITIES: (Work assignments may vary depending on the department's needs and will be communicated to the applicant or incumbent by the supervisor.)

Provides routine and emergency clinical psychological services to Sheriff's Department employees and their immediate families by providing counseling, consultation and referral services;
Provides psychological input to departmental hiring processes by participating in the Executive Review process and conducting psychological evaluations;
Provides Departmental command and management staff with psychological consultative services relative to personnel and disciplinary issues, to include psychological screening for specialized assignments;
Develops, and serves as clinical advisor to, the Department Peer Support Program and the Critical Incident Stress Management Program, including participation in the selection and training of new members for each;
Administers the daily operations of the department's Behavioral Sciences Unit by attending meetings, addressing budgetary issues, maintaining records and submitting reports;
Develops, presents and evaluates departmental training, both at the recruit and the in-service levels;
Develops and presents workshops to department employees in order to increase mental/emotional well being, enhance performance, strengthen team interaction, etc.;
Participates as a member of the Department Hostage Negotiation Team;
Advises department personnel on psychological issues related to citizen behavior in the field;
Consults with and advises criminal investigators regarding motivation, symptomology, behavior predictions and related psychological subjects related to criminal cases;
Designs, conducts and documents behavioral research;
Maintains liaison with other agencies, institutions and organizations involved in the delivery of psychological services;
Maintains security and confidentiality of information created or encountered in the performance of assigned duties;
Maintains records and submits routine, periodic and special reports, studies and analyses.

KNOWLEDGE & SKILLS:

Knowledge of:

- principles, practices, methods and trends of clinical psychology concerning normal and abnormal behaviors, motivation, personality and individual differences, adaptation and social interactions;
- methods for assessment and modification of human behavior;
- research methodology, to include design, conduct, analysis and reporting of results;
- principles and practices of law enforcement;
- principles, practices and trends in critical incident stress management;
- consultation practices in an organizational setting;
- principles and practices of corrections/detention;
- community resources for the delivery of psychological services;
- Departmental and Division rules, regulations and operating instructions.

Skill in:

- providing professional psychological consultation and communicating professional knowledge to lay personnel;
- assessing need for, and providing, professional psychological counseling, psychotherapy and crisis intervention;
- developing and administering departmental programs which employ psychological principles;
- developing, conducting, analyzing and reporting research;
- communicating effectively, orally and in writing;
- establishing and maintaining effective working relationships with others;

- maintaining security and confidentiality of all communications and information encountered.

MINIMUM QUALIFICATIONS:

An earned Ph.D. degree in Psychology from an accredited college or university and three years of post-doctoral experience as a consultant to a law enforcement or governmental agency or as a police psychologist.

OTHER REQUIREMENTS:

Licenses and Certificates: All positions require possession of a current, valid Arizona license granted by the Board of Psychological Examiners to practice Psychology in the State of Arizona at the time of appointment. [ARS 32-2061 *et seq*] Maintenance of a current Arizona license to practice psychology is a condition of employment and failure to maintain same shall be grounds for termination. A valid Arizona Class D Driver's License may be required at the time of appointment or prior to the completion of initial probation.

Physical/Sensory Requirements: Physical and sensory abilities will be determined by position.

Special Notice Items: All positions require satisfactory completion of a personal background investigation by law enforcement agencies for initial appointment and continuing employment, due to need for access to law enforcement, correction and detention facilities, records, and associated confidential and sensitive information, documents, communications and database systems. Per ARS 32-2074D, employee must satisfy the continuing education requirements established by the Board of Psychological Examiners. Department of Labor Regulation CFR Part 1910.1030 requires notification that this classification may have a moderate risk of exposure to blood borne pathogens. Employee medical screening prior to, and during, employment may be required to assure employee safety.

This class specification is intended to indicate the basic nature of positions allocated to the class and examples of typical duties that may be assigned. It does not imply that all positions within the class perform all of the duties listed, nor does it necessarily list all possible duties that may be assigned.