

CLASS SPECIFICATION
County of Fairfax, Virginia

CLASS CODE: 4196

TITLE: POLICE PSYCHOLOGIST

GRADE: S-32

DEFINITION:

Under the command structure of the Police Department's Administrative Support Bureau, performs advance-level professional clinical psychology work providing direct clinical prevention and mental health treatment services (crisis intervention, psychological assessment, testing, evaluation, diagnosis, and psychotherapeutic treatment) to law enforcement officers, civilian law enforcement employees, retired law enforcement officers, law enforcement volunteers, and their household members; provides management of a section and/or management of several programs; maintains professional liaisons with all incident support service providers, other public safety agencies, and risk management staff, for the purpose of consultation/reaching agreement on treatment plans, providing and coordinating direct treatment services, and resolving clinical problems; serves as direct liaison for the Department's Incident Support Services program; and performs related assignments as required.

DISTINGUISHING CHARACTERISTICS OF THE CLASS:

This is a single-position class. A Police Psychologist is licensed and trained to provide intensive care and treatment of psychological conditions related to the specific work and culture of law enforcement personnel and to engage in other analytic functions. A Police Psychologist is also licensed and trained to design, develop and facilitate training in the following areas: Stress Prevention and Mitigation, Critical Incident Trauma, and Dealing with Problem Employees.

ILLUSTRATIVE DUTIES:

Collaborates with the Incident Support Services (ISS) team, which consists of internal employees, County service providers, contractors, and other public safety jurisdictional support teams in the region;

Develops prevention strategies and techniques aimed at making officers less vulnerable to the impact of traumatic events through programs at the police academy, roll calls and other appropriate venues;

Performs the administration of standardized psychological tests used in the diagnosis and treatment of clients;

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Performs a variety of psychological diagnostic evaluations and tests in order to assess: intellectual capacity, emotional functions, and capacity for life functions, abstract reasoning, memory, sequential reasoning, and other mental/emotional areas as they reflect mental health and behavior problems;

Participate in specialized studies and research to support departmental mission as it relates to psychological support;

Provides training to support law enforcement officers, civilian employees, volunteers, recruits, retired personnel, and family members;

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

Thorough knowledge of, and the ability to apply the theories and principles of psychology, human growth and development, normal and abnormal personality development, 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 applicable Federal, State, and County laws and regulations;

Extensive knowledge of the psychological principles, theories, methods, and techniques pertaining to police psychology;

Knowledge of principles, practices, and techniques of organizing and coordinating the work of a section or multiple programs; and of planning, analyzing and implementing programs policies;

Knowledge of using strength-based interventions and methods aimed at treating psychological symptoms;

Knowledge of the range of critical incident stress management approaches;

Ability to administer, score, and interpret difficult and complex psychological tests;

Ability to stay current with trends in psychology and the psychological dynamics of law enforcement work;

Ability to coordinate psychological support services for officers, civilians, volunteers, retirees, and family members in the times of crisis (i.e. Family Assistance Support teams);

Ability to act as liaison with bureau commanders to bridge psychological services to clients who are involved in police shootings, use of force events, and other traumatic events;

Ability to establish and maintain effective working relationships with clients and their families, with management and staff, and with other jurisdictional counterparts;

Ability to communicate clearly and effectively, both orally and in written reports and records.

EMPLOYMENT STANDARDS:

Graduation from an accredited college or university with a Doctoral degree in Psychology as defined in Title 18VAC125-20-54 of the Code of Virginia

PLUS;

Five (5) years of post-doctoral experience in clinical therapeutic practice, including diagnostic and psychological testing service experience, including at least three (3) years of progressively responsible experience of clinical law enforcement psychology.

Membership in good standing with one or more certified law enforcement related psychological associations (i.e. the American Psychological Association's Division 18: Psychology in Public Service-Police and Public Safety Section or the International Association of Chief of Police Psychology Division).

CERTIFICATES AND LICENSES REQUIRED:

Licensure as a Psychologist by the Virginia State Board of Examiners for Psychologists.

NECESSARY SPECIAL REQUIREMENTS:

Must successfully complete a criminal history background investigation prior to employment and be subjected to periodic background checks and random drug testing.

Possession of a valid driver's license