

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION
PSYCHOLOGIST MANAGER

JOB DESCRIPTION

Employees in this job supervise the work of professional Psychologists in a variety of programs of psychological services, training, and research activities. The employee works within general methods and procedures and exercise considerable independent judgment to adapt and apply the guidelines to specific situations. The work requires knowledge of the policies, procedures, and regulations of psychological services, training and research programs, and supervisory techniques, personnel policies, and procedures.

There are three classifications in this job. The information provided under each position code title represents a general description of the classification concept. To determine the appropriate level of the manager position, application of the Professional Managerial Position Evaluation System is required.

Position Code Title - Psychologist Manager-2

Psychologist Manager 13

The employee functions as a first-line professional manager of professional positions in a standard work area, a first-line professional manager of a professional position in a complex work area, a first-line professional manager of nonprofessional positions in a complex work area, a first-line manager of a professional position in a standard work area receiving executive direction, or a first-line professional manager of non-professional positions in a standard work area receiving executive direction.

Position Code Title - Psychologist Manager-3

Psychologist Manager 14

The employee functions as a first-line professional manager of professional positions in a complex work area, a first-line professional manager of professional positions in a standard work area receiving executive direction, a second-line professional manager of professional positions in a standard work area, a first-line manager of a professional position in a complex work area receiving executive direction, or a first-line professional manager of nonprofessional positions in a complex work area receiving executive direction.

Position Code Title - Psychologist Manager-4

Psychologist Manager 15

The employee functions as a first-line professional manager of professional positions in a complex work area receiving executive direction, a second-line professional manager of professional positions in a complex work area, a second-line manager of professional positions in a standard work area receiving executive direction, or a third-line professional manager of professional positions in a standard work area.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion.

Coordinates activities by scheduling work assignments, setting priorities, and directing the work of subordinate employees.

Evaluates and verifies employee performance through the review of completed work assignments and work techniques.

Identifies staff development and training needs and ensures that training is obtained.

Ensures proper labor relations and conditions of employment are maintained.

Maintains records, prepares reports, and composes correspondence relative to the work.

Administers patient services and is responsible for directing a psychology service unit.

Directs a professional staff of psychologists in providing services such as adolescent, adult inpatient, adult outpatient, etc.

Plans, organizes, directs, and controls a psychological treatment and evaluation program.

Monitors and evaluates program and organizational performance to assess efficiency and effectiveness.

Formulates clinical, psychological, diagnostic counseling, and treatment procedures and evaluates results.

Coordinates services with others in the clinic and with medical, social, and placement programs.

Participates in making the recommendations of the combined diagnostic and treatment staff.

Conducts psychological interviews, administers tests, and assists in planning correctional programs.

Assigns, coordinates, and outlines the work methods of subordinate employees through supervisors.

Plans and develops the educational program; conducts seminars and training conferences; acts as liaison with approved educational institutions; integrates training in psychology with allied divisions of the facility.

May occasionally perform any task assigned to subordinate staff, consistent with any licensing or certification requirements.

Performs related work as assigned.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

Thorough knowledge of psychological counseling, vocational training, and placement.

Thorough knowledge of types, uses, and interpretation of standardized psychological tests applicable to the testing of physically handicapped or socially maladjusted children and adults.

Thorough knowledge of human emotional, social, psychological, and environmental problems and the techniques applicable to their alleviation.

Thorough knowledge of projective techniques and psychotherapy.

Thorough knowledge of experimental and research techniques.

Thorough knowledge of current literature in the field.

Thorough knowledge of applicable research and training techniques.

Thorough knowledge of methods of formal instruction and in-service training in psychotherapy.

Thorough knowledge of the problems involved in conducting a psychology program in a psychiatric setting.

Thorough knowledge of the techniques for observing and assessing behavior.

Thorough knowledge of training and supervisory techniques.

Thorough knowledge of employee policies and procedures and equal employment opportunity policies and procedures.

Thorough knowledge of administrative techniques.

Ability to instruct, direct, and evaluate employees.

Ability to train students, psychology interns, and professional personnel.

Ability to counsel mentally ill and developmentally disabled children and adults in educational and rehabilitative goals.

Ability to assist in directing a mental health clinic.

Ability to apply treatment methods.

Ability to identify and solve administrative problems.

Ability to initiate and direct research.

Ability to deal tactfully with others.

Ability to maintain records, prepare reports, and compose correspondence.

Ability to plan, organize, and direct a psychology service unit or a psychology program of a facility.

Working Conditions

Some jobs require an employee to be exposed to some risk to sustaining illness and injury from the use of chemicals, high-pressure laboratory systems, biological materials, and exposure to disease, radiation, and toxic chemicals.

Some jobs require travel.

Some jobs require an employee to work in adversarial situations.

Some jobs require an employee to be exposed to disease and illness.

Some jobs require an employee to work in a hostile environment.

Some jobs require direct contact with patients.

Some jobs require direct contact with prisoners.

Physical Requirements

None

Education

Possession of a master's degree in psychology.

Experience

Psychologist Manager 13

Four years of professional experience equivalent to a Psychologist, including two years equivalent to a Psychologist P11 or one year equivalent to a Psychologist 12.

Psychologist Manager 14

Five years of professional experience equivalent to a Psychologist, including three years equivalent to a Psychologist P11, two years equivalent to a Psychologist 12, or one year equivalent to a Psychologist Manager 13.

Psychologist Manager 15

Six years of professional experience equivalent to a Psychologist, including two years equivalent to a Psychologist Manager 13 or one year equivalent to a Psychologist Manager 14.

Special Requirements, Licenses, and Certifications

Possession of a temporary master's limited license, master's limited license, doctoral limited license, or full license to practice psychology in the State of Michigan.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

PSYCHLMGR

Job Code Description

PSYCHOLOGIST MANAGER

Position Title

Psychologist Manager-2

Psychologist Manager-3

Psychologist Manager-4

Position Code

PSYGMGR2

PSYGMGR3

PSYGMGR4

Pay Schedule

NERE-307

NERE-308

NERE-309

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02/05/2023