



POSITION DESCRIPTION

POSITION TITLE: CLINICAL PSYCHOLOGIST
REPORT TO: Director of Client Services
DATE CREATED: October 2011
LAST REVISION DATE: October 2017

POSITION RESPONSIBILITIES

The position of the Clinical Psychologist is responsible for working as an integral part of a multi-disciplinary team using methods and findings of psychology and psychological theories to increase the well-being of adults and children with development disabilities and dual diagnoses. The Clinical Psychologist administers, evaluates and interprets psychological testing as well as coordinates the behaviour management plans in conjunction with Specialized Services.

POSITION ACCOUNTABILITIES

1. SUPPORTING INDIVIDUALS BY:

- Assessing needs, abilities and behaviours utilizing psychometric tests, interviews and direct observation of behaviour methods
- Overseeing the clinical administering, assessing and interpreting of psychological testing
- Writing psychological testing reports as part of the Individual Service Plans (ISP) when required
- Working as part of a multi-disciplinary team with the Behavioural Therapist and other staff members
- Overseeing the implementation and supervision of behaviour plans
- Directing and monitoring behaviour plans
- Collecting and analyzing behavioural data and communicating results to the team
- Consulting with Specialized Services and taking part in reviews
- Providing clinical consultation/assessment to community partners.
- Performing other duties as required

2. RELATED TO CORE COMPETENCIES

- Advocating for Others - level 4 - Uses indirect influence
- Creative Problem Solving & Decision Making - level 4 - Identifies and considers options to solve a problem or issue
- Fostering Independence in Others - Level 4 - Fully empowers others
- Initiative - Level 3 - Thinks and plans ahead

- Interpersonal Relations and Respect - Level 4 - Understands deep underlying issues/needs and adjust behaviours accordingly
- Leading Others - Level 3 - Obtaining resources/takes care of the team
- Resilience - Level 4 - Delivers results with a high level of consistency over a long period of time
- Self development - Level 4 - Takes responsibility for personal career development

3. RELATED TO POLICIES AND PROCEDURES:

- Operates in accordance with applicable Legislative, Ministry and professional association requirements of the position
- Is knowledgeable about, ensures others are knowledgeable about and complies with Quality Assurance Measures (QAM) guidelines as directed by the Ministry of Community and Social Services (MCSS)
- Is knowledgeable about, ensures others are knowledgeable about and complies with the agency's policies and procedures
- Operates, at all times, in a safe and secure manner

4. RELATED TO HUMAN RESOURCES:

- N/A

5. ORGANIZATIONAL/PROFESSIONAL RESPONSIBILITIES:

- N/A

6. HEALTH AND SAFETY:

- Ensure Health and Safety Program requirements are followed based on the Occupational Health and Safety Act
- Ensure an awareness of safety measures for the agency, yourself and the individuals receiving services
- Ensure compliance with the agency's mandatory training requirements

ACCOUNTABILITIES

The position of Clinical Psychologist is directly accountable to the Director of Client Services

HOURS

Minimum of 72.5 (seventy-two point five) hours, averaged over a two-week period

BENEFITS

As per DSLG's group benefits package and the insurance carrier contract

MINIMUM QUALIFICATIONS

- PhD in psychology from an accredited college or university
- 2-4 years of experience in psychological test administration
- 2-4 years of experience in the community services sector working with people with developmental disabilities and dual diagnosis
- Valid psychologist license
- Valid Ontario driver's license and access to a reliable vehicle