

Human Resources: Job Descriptions
CoxHealth (North)

Position Title: Psychologist

Department Title: Psychological Services

Vice-President: David Taylor

Reports to: Terry Hammer

Supervisory Position: NO

Job Summary: Incumbent is a doctoral-level psychologist who works within various job contexts of the CoxHealth system. Incumbent's primary patient-care competencies are to provide assessment and treatment services to individuals in inpatient psychiatric settings.

Education Required: Doctorate in clinical or counseling psychology from an APA-approved program.

Education Preferred: Specialized training (e.g., coursework, internship, post-doctoral fellowship) in clinical psychology, neuropsychology, and/or health psychology.

Experience Required: 1-3 years related experience – experience can include post-doctoral, and/or independent practice.

Job Contexts and Competencies:

1. Psychologist as care-provider
 - a. Demonstrates flexibility in working within various inpatient units within the CoxHealth system.
 - b. Provides full-range of behavioral health services to medical and psychiatric patient populations.
 - c. Provides individual, family, and group psychotherapy services per physician orders.
 - d. Provides a broad scope of assessment services ranging from brief evaluations to comprehensive, integrated reports that include various psychological tests following physician orders. Able to recognize when additional referrals for testing are indicated.
 - e. Documents treatment services in a timely and thorough fashion.
 - f. Reviews and ensures timeliness, accuracy, availability, and security of information in documentation.
 - g. Formulates and follows a goal-directed plan of care based on psychological diagnoses.
 - h. Practices within the scope of approved clinical privileges.
 - i. Provides age-appropriate interventions for patient populations served.
 - j. Demonstrates ability to work with diverse clinical populations in a hospital setting.
 - k. Adheres to ethical standards and guidelines of the profession.
 - l. Maintains licensure and attends conferences/trainings to enhance professional abilities.
 - m. Seeks additional responsibilities when time is available.

2. Psychologist as member of Psychological Services Department
 - a. Functions as an effective team player within the department.
 - b. Communicates efficiently and respectfully with other department members.
 - c. Provides coverage, assistance, and support to colleagues as needed.

- d. Assists in the development and achievement of departmental goals.
 - e. Adheres to departmental policies, procedures, and standards.
 - f. Provides feedback and consultation, as requested, concerning complex cases to enhance quality of services and work products.
 - g. Attends departmental meetings to better understand and improve services.
 - h. Accepts responsibility for completing work as requested using problem solving skills and priority decision-making.
 - i. Completes projects on time and without errors.
 - j. Seeks additional responsibilities when time is available and/or as requested by the department director.
3. Psychologist as member of interdisciplinary team
- a. Functions effectively within an interdisciplinary context.
 - b. Maintains respectful, working relationships with attending psychiatrists and responds to physician orders in a timely manner.
 - c. Communicates well with members from a broad array of disciplines.
 - d. Provides expertise to other members of treatment team which may include activities such as staff trainings, program construction, monitoring, and evaluation.
 - e. Assists staff with work-related issues contributing to staff emotional distress (e.g., a staff member struggling with anxiety after being attacked by a patient). NOTE: Staff members experiencing problems initiated by personal issues should be referred to other resources.
 - f. Attends routine staffings and provides appropriate input regarding patient care.
 - g. Contributes to unit initiatives to better understand and improve services.
 - h. Attends staff meetings and other meetings as needed.
 - i. Accepts responsibility for completing work as requested using problem solving skills and priority decision-making.
 - j. Completes projects on time and without errors.
 - k. Seeks additional responsibilities when time is available.

Required Certification:

Current MO State Psychologist License