

POLICE PSYCHOLOGIST

JOB DESCRIPTION

Classification Responsibilities: A Police Psychologist is a licensed, non-sworn position responsible for providing behavioral science consultation services to Mesa Police Department (MPD) sworn and non-sworn personnel and their families. Duties include: coordinating clinical interventions, performing crisis intervention services, making referrals and conducting follow up evaluations, developing specialized training for police officer recruits and in-service training for sworn and professional staff (example: psychological aspects of officer involved shootings, hostage and crisis negotiations, psychology of offenders, PTSD, stress management, well-being, anxiety, depression, sleep disorders, etc.), interacting and participating in debriefings, and preparing reports. The Police Psychologist will develop education-based programs designed to train members of the Mesa Police Department on mental health well-being while continuously building and maintaining working relationships with community partners regarding mental health wellness. In addition, this class will supervise a peer support coordinator; provide guidance, development, and resources to the peer team; and act as the Police Department's liaison with the City of Mesa's Employee Health and Wellness Manager. This class will be responsible to perform related duties as required.

Distinguishing Features: This classification has been designated as a non-classified, non-merit system, at-will position. An employee in this classification exercises considerable initiative, independent judgement, and leadership in carrying out assigned duties. The Police Psychologist must be able to work flexible hours, including weekends. This class is supervised by a Police Commander who reviews work through conferences, meetings, written reports, and by results achieved. This class is FLSA exempt-professional.

QUALIFICATIONS

Employee Values: All employees of the City of Mesa are expected to uphold and exhibit the City's shared employee values of Knowledge, Respect, and Integrity.

Minimum Qualifications Required. Graduation from an accredited college or university with a Doctor of Psychology (PsyD) or Doctor of Philosophy (PhD) in Psychology Degree. Two years of post-doctoral experience in the practice of counseling and/or clinical psychology.

Special Requirements. Must possess a Psychologist License from the Arizona Board of Psychologist Examiners by hire date. Must possess a valid Class D Arizona Driver's License by hire or promotion date. Because of the confidential, sensitive nature of information handled, successful completion of a background investigation and polygraph is required. Candidates given a conditional job offer will be required to pass a psychological evaluation.

Substance Abuse Testing. Due to the safety and/or security sensitive nature of this classification, individuals shall be subject to pre-employment/pre-placement and random alcohol, drug and/or controlled substance testing as outlined in City policy and procedures.

Preferred/Desirable Qualifications. Experience with personal computer software applications related to maintaining and organizing data is preferred.

ESSENTIAL FUNCTIONS

One position may not include all of the essential functions, knowledge and abilities listed, nor do the listed examples include all the knowledge and abilities which may be found in positions of this classification.

Communication: Communicates with employees, their families, management, and clinical therapists in order to provide counseling, direction, and training; explains processes and procedures; resolves personnel matters; and gathers and disseminates information. Serves as a liaison between the Police Department and the City of Mesa's Employee Health and Wellness Manager. Gives presentations to various groups. Prepares written documents including file documentation, memos, reports, and correspondence with clearly organized thoughts using proper sentence construction, punctuation, and grammar.

Manual/Physical: Uses a personal computer (PC) in order to create, view, and revise reports. Observes employee behaviors and performs crisis intervention services that affect employees and their families and impact department operations. Operates a motor vehicle requiring a valid Class D Arizona Driver's License to respond to police employee related incidents. Meets scheduling and attendance requirements.

Mental: Continually evaluates training classes, programs, and data to measure the effectiveness and identify opportunities and improve impact. Maintains accurate records and ensures confidentiality of data collected. Prioritizes own work daily.

Knowledge and Abilities:

Knowledge of:

current principles and practices of mental health administration;
current trends in prevention and treatment of mental illness and substance abuse;
organizational psychology;
crisis intervention;
interviewing and counseling techniques;
research methods and design;
procedures for planning, implementing, and maintaining a stress management program;
recent developments, current literature, and sources of information related to stress management;
the range and needs of the emotionally and socially distressed and disadvantaged;
the cause and effects of atypical and disruptive behavior patterns;
appropriate computer systems and software applications for assigned tasks; and
principles and procedures of budget preparation and monitoring, including budgets involving grants, contracted services, and federal and state funding.

Ability to:

plan, organize, and coordinate the activities of mental health care programs and activities;
analyze and effectively evaluate the operations and services of mental health and substance abuse programs, including those of contract providers;

analyze and interpret laws and regulations governing health services;
analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations;
communicate clearly and effectively;
understand written and oral instructions;
supervise, train, and evaluate personnel;
interpret and apply City of Mesa and department policies;
present information verbally or written in a clear and concise manner;
operate a computer or other technology using standard or customized software applications for assigned tasks; and
establish and maintain effective working relationships with City personnel, the public, Police Officers, and their families.

The duties listed above are intended only as general illustrations of the various types of work that may be performed. Specific statements of duties not included does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Job descriptions are subject to change by the City as the needs of the City and requirements of the job change.

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PAY GRADE: 59
IND-8810
SWORN-No