CLINICAL PSYCHOLOGIST/SOCIAL WORKER

GS-0180-13/11

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| **Position Duties:** | | |
| Major Duties and Responsibilities  1. Clinical Responsibilities  Incumbent is the subject matter expert on trauma care and counseling for victims of sexual, physical and emotional abuse. Provides complex psychosocial assessment of clients presenting with complaints of both recent assaults and past history of trauma, preparation of treatment plans with regard to current best practices in trauma care, and counseling treatment to include direct care, group support, and referrals as appropriate to tertiary and external care settings.  Incumbent provides comprehensive individual, couple, and group psychotherapy for midshipmen. Incumbent is an active member of the multi-disciplinary treatment team and participates in all multi-disciplinary clinical meetings, treatment planning conferences and staff meetings.   The incumbent conducts complex psychosocial assessments to facilitate the delineation of physical, psychological and functional capacity of clients and to assess coping abilities and compliance of clients. These evaluations include assessments of the client, support system and environment.   The incumbent holds primary case management responsibility for implementing complex treatment plans by arranging for required services with other agencies in compliance with multi-disciplinary treatment plans. The incumbent is called on to intervene on the patient and family's behalf with governmental agencies and sometimes private care providers. The complexity of these interventions are intensified because the clinician may be required to interact with governmental and private agencies in multiple jurisdictions and foreign countries, as well as with resistant, uncooperative, difficult and hostile patients and families. Incumbent must have knowledge of appropriate treatment resources.  The incumbent may address alcohol use counseling as part of the trauma treatment.  (Approx. 65%)  2. Oversight, Training and Prevention  Incumbent acts as the MDC liaison to the USNA Sexual Assault Prevention Resource Office (SAPRO) and engages with SAPRO regularly and consistently to ensure a seamless network of education, prevention and treatment resources for midshipmen victims of sexual assault. This may include active participation in SAPRO meetings and development of programs as appropriate and includes education in referrals process. The incumbent is the MDC subject matter expert of USNA, Navy, and DoD policy related to sexual assault prevention programs and facilitates access to care for identified victims of sexual assault.  Incumbent is responsible for providing orientation about comprehensive and complex social work and trauma services to: Counseling Center and Medical Staff, Staff, Faculty, USNA Executive Leadership, Department of the Navy, DOD and Staff at other Service Academies. Incumbent provides direct clinical and educational supervision for graduate social work and psychology students, administrative staff and Mental Health Specialists. Incumbent arranges and /or provides in-service training to members of the multi-disciplinary counseling team on topics relevant to specialty.  The incumbent develops prevention programming and plans, manages and delivers prevention programming to targeted audiences that may include counseling center and medical staff, Midshipmen. Commandant’s staff and USNA faculty. Must be knowledgeable in program design methodology, outcomes measurement theory and must be proficient in the use of gold standard tools for both development and delivery of prevention materials.  (Approx. 35%)  Performs other duties as assigned.  CONDITIONS OF EMPLOYMENT:   Appropriate degree and licensing (psychologist or social worker).  Incumbent must be able to obtain and maintain privileging at the U.S. Naval Health Clinic Annapolis.   FACTOR 1: KNOWLEDGE REQUIRED BY THE POSITION   Subject matter expert knowledge of complex sexual, physical and emotional trauma theory, diagnosis, treatment planning and treatment for patients, family members and systems.  In depth knowledge of human physical, psychological, and emotional development. Dealing with a wide age range of patients and families.  In depth professional knowledge and understanding of complex medical and mental health diagnoses, and the impact of diagnosis on patient and family system.  Knowledge and skill using DSM IV/V and ICD-9/10 criteria for diagnosing patients and developing treatment plans.  Professional knowledge in completing comprehensive individual and/or family psycho- social assessments and treatments.  Knowledge and skill in trauma therapy, brief solution therapy, crisis intervention, medical psychotherapeutic intervention, marriage and family therapy, in-depth psychotherapy and group therapy.  Professional knowledge of the functioning of multi-disciplinary treatment teams, and the specific roles within the standards of the respective professional community.  Professional knowledge of supervisory and training principles and their appropriate application with social work and psychology externs.  Knowledge of the internal and external policies and procedures governing the delivery of clinical services, medical treatment, and mental health treatment.  Knowledge and skill in oral and written communication with medical, administrative, and lay personnel on clinical and therapeutic matters. Knowledge of proper documentation and statistical recording.  Knowledge of assessment, referral, treatment and regulations governing child, adult, or self-abuse and neglect.  Knowledge of federal and state laws related to sexual assault reporting and treatment requirements. Knowledge of Navy and DoD sexual assault program policies and the interactions of those policies with state and federal guidelines.  Demonstrates knowledge for age-specific factors necessary to safely and effectively perform duties across all patient age groups.  FACTOR 2: SUPERVISORY CONTROLS   The incumbent is expected to function independently as Clinical Psychologist/Social Worker and receives general supervision from the supervisor. The incumbent exercises considerable independent judgment and discretion in planning and carrying out all phases of the assessment and treatment processes affecting programs and activities in the assigned area of responsibility. Incumbent is responsible for maintaining caseload, carrying out assignments, establishing and meeting deadlines, and participating in multi-disciplinary collaboration. The incumbent keeps the supervisor advised of unusual and/or unique clinical/systems issues. Work customarily receives no review while in progress but after completion work may be given a cursory review for compliance with USNA MDC and Naval Health Clinic Annapolis policies and objectives.   FACTOR 3: GUIDELINES   Standard operating procedures are present and provide general guidelines for the incumbent functioning in this position. Further guidelines are included in IACS standards, HIPAA law and NASW Code of Ethics.  Incumbent must make adaptations and decisions based on guidelines as appropriate to the situation, and may need to reconcile differences or conflicts between guidelines in decision making. In the absence of existing guidelines, the incumbent must exercise judgement, knowledge and ingenuity in establishing protocol, organization and activities pursuant to solving the problem at hand. The incumbent must exercise initiative and resourcefulness in carrying out assigned clinical, administrative and supervisory responsibilities.  FACTOR 4: COMPLEXITY   The work involves a full range of clinical and supervisory services and requires that considerable responsibilities be taken for functioning in the complex multidisciplinary environment of a university counseling center. In dealing with the patients, their families, faculty and staff, the incumbent must be able to identify, assess and assist in resolving intra and interpersonal conflict. The position requires the ability to be flexible, to withstand stress and to meet deadlines. In addition, the incumbent must be able to prioritize and assist in problem solving on many different levels. The incumbent must be capable of self-directed practice and demonstrate initiative in identifying patient populations with needs. The incumbent must exercise maturity in interpersonal communication and relationships.  The incumbent utilizes a complex knowledge base of systems, psychodynamic and developmental theories, as well as DSM IV/V and ICD-9/10 diagnostic codes, to assess and diagnose patients and families at risk for psychopathology, social isolations, and poor compliance. The incumbent identifies and maintains sensitivity toward multi-cultural issues and trauma theory in assessing and choosing the most effective approach in working with patients, faculty and staff.  FACTOR 5: SCOPE AND EFFECT   The work has a direct impact on patient care and military personnel, dealing with chronic illness and complex medical, mental and legal problems. The complexity of meeting the needs of patients, faculty and staff, as well as the greater community requires broad and specific thinking and knowledge to maximize a positive result.  FACTOR 6: PERSONAL CONTACTS   Contacts are with patients, midshipmen, families, multi-disciplinary team members, faculty and staff, personnel throughout MDC, SAPRO, USNA, Naval Health Clinic Annapolis, Walter Reed National Military Medical Center, National Capital Region Medical Command, and military and civilian agencies worldwide. The contacts are face to face, telephonic and electronic. The contacts made are essential to effective patient treatment, case management and are identified through the development of individualized treatment plans.  FACTOR 7: PURPOSE OF CONTACTS   Contact with patients, families, faculty and staff to complete individual and family psychosocial assessments and treatments, psychotherapy, medical crisis counseling, case management and discharge planning.  Skillful contact with patients and families, including those who are resistant, uncooperative, difficult and hostile, to influence knowledge, acceptance, adjustment, and treatment compliance to trauma care by establishing rapport through psychosocial intervention.  Contact with other staff members to resolution of patient evaluation and treatment.  Contact with community resources to facilitate appropriate treatment planning and effective case management and continuity of care.  Contact with outside agencies and professionals to keep abreast of new understanding and treatment modalities. This involves participation in conferences and training programs.  FACTOR 8: PHYSICAL DEMANDS   The work requires good physical stamina due to extensive walking and standing. The work requires extensive documentation using computers. The work also includes bending, reaching, carrying and sometimes lifting associated with performing some of the tasks. The work is stress related and requires emotional stability and maturity in the face of crisis and/or prolonged anxiety.  FACTOR 9: WORK ENVIRONMENT   The work environment involves moderate risks or discomforts which are present in medical care settings. The work environment also involves everyday risks or discomforts typical of offices and conference rooms. While some biological and/or radiological hazards may be present, such areas are clearly marked so that protective measures can be taken. |  |  |