

## UW HEALTH JOB DESCRIPTION

### Senior Clinical Psychologist

Job Code: 840011	FLSA Status: Exempt	Mgt. Approval: G. Rogers	Date: August 2023
Department: Behavioral Health		HR Approval: M. Grayson	Date: August 2023

#### JOB SUMMARY

The Senior Clinical Psychologist demonstrates an advanced level of clinical knowledge, communication, and interdisciplinary collaboration, professionalism, and systems-based practice. This role works with physicians and advance practice providers, masters-prepared therapists, clinical support staff, trainees and training directors, clinic operations, schedulers, and navigators to assure safe, effective, quality patient care and to promote UW Health's educational and research missions. The Senior Clinical Psychologist requires considerable leadership skills with regard to professional contacts on a daily basis. The Senior level also provides consultation to other providers, and acts as the Behavioral Health content expert in working in the multidisciplinary setting.

The Senior Clinical Psychologist functions as an independent healthcare provider who, working collaboratively within a multidisciplinary health team, provides diagnostic assessment and treatment to adults, children, adolescents, and their families. Responsibilities include assessment/intake, treatment planning, individual and group therapy, case management, and related documentation. Emphasis is placed on the provision of evidence-based practices in conjunction with other mental health professionals.

The Senior Clinical Psychologist is responsible for teaching, providing evidence-based and promising treatment, providing consultation, developing programs, and supervising interns and/or post-doctoral fellows. This work is done following broadly defined guidelines and requires a high degree of innovation, knowledge of the current professional literature, and independent functioning.

#### MAJOR RESPONSIBILITIES

##### Clinical Practice:

- Provide inpatient and/or outpatient psychological services, including assessment, treatment planning, and intervention based on service demands and provider coverage needs. Outpatient programs may include individual therapy and group therapy sessions.
- Act as a consultant to staff/patients and families throughout the facility and in the community.
- Provide direct treatment and psychological consultation to children and/or adults and staff as appropriate.
- Provide assessment and documentation of patient mental status, general cognitive functioning, emotional status, and personality functioning within the scope of authority as a psychologist in Wisconsin.
- Provide clinical supervision, training, and oversight of cases to psychology trainees as needed and as appropriate to licensure.
- Provide peer mentorship to other Clinical Psychologists.
- On an ongoing basis, strive to understand, meet, and provide leadership in meeting the financial and operational parameters of practicing in the health care environment.
- Collaborate effectively with the larger healthcare team to ensure that patient and family needs are identified and addressed appropriately.
- Participate in, and lead, as appropriate, process improvement related to the delivery of care.

##### Educational/Instruction and Research:

- Perform staff education (e.g. practicum students, interns and/or post-doctoral fellows) and didactic seminars for psychology interns, residents, and other disciplines by request.
- Provide educational presentations to the UW Health community.
- Participate in national and local conferences and professional organizations.
- Promote and/or develop research in area of specialization as clinical service demands permit.
- Create and review Psychology educational and instructional materials to ensure information is up to date and evidence-based (e.g., patient handouts, training and onboarding materials, department webpages, etc.)
- Disseminate meaningful and relevant information to Psychology colleagues following conference attendance to promote enhanced knowledge within the department.

##### Leadership:

- Provide guidance related to the practice of early-career Psychologists and Behavioral Health providers in training, including post-doctoral fellows, interns, and practicum students as arranged.

## UW HEALTH JOB DESCRIPTION

- Facilitate peer supervision for team.
- Provide feedback on clinical practice for performance reviews for assigned team members and upon request.

**ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.**

### JOB REQUIREMENTS

Education	Minimum	Doctor of Philosophy (Ph.D.) or Psychology (Psy.D.) in Counseling or Clinical Psychology or related field.
	Preferred	
Work Experience	Minimum	Minimum of three (3) years' experience as a clinical psychologist in a similar practice setting
	Preferred	Minimum of five (5) years' experience as a clinical psychologist in a similar practice setting
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> <li>• Licensure or eligible for licensure as a Psychologist in Wisconsin</li> <li>• CPR/BLS</li> </ul>
	Preferred	American Board of Behavioral Psychologist (ABBP) in Clinical Psychology
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Ability to provide training including teaching and supervision</li> <li>• Ability to effectively supervise the work of Psychology interns, medical students, and residents</li> <li>• Ability to provide clinical service to a wide range of ages and to persons having any number of mental health-related issues.</li> <li>• Ability to identify emotional, behavioral, and psychosocial needs and strengths and integrate into care plan.</li> <li>• Ability to participate in program development and outcome evaluation efforts.</li> <li>• Ability to provide consultation for health care professionals, family members, and patients.</li> <li>• Ability to work effectively with colleagues in a team environment and to collaborate with professionals across a variety of disciplines.</li> <li>• Ability to consistently maintain and convey a positive attitude and excellent customer service skills in service delivery</li> <li>• Flexibility in responding to day-to-day clinical service demands and provider staffing coverage needs</li> <li>• Demonstrated leadership on a team and organizational level through utilization of clinical knowledge and skills to enhance patient care (e.g., on committees and/or workgroups, through process improvements, in developing new programs, etc.)</li> <li>• Demonstrated excellence in clinical competence as exhibited through direct patient care and teaching activities, to build capacity across the system</li> <li>• Demonstrated skill in engaging in community outreach and public health and well-being activities through advocacy work (e.g., participation in community initiatives, delivering presentations, etc.)</li> </ul>

### AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

**Instructions:** Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

### JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

## UW HEALTH JOB DESCRIPTION

<b>PHYSICAL REQUIREMENTS</b>			
<b>Indicate the appropriate physical requirements of this job in the course of a shift.</b> <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>			
<b>Physical Demand Level</b>	<b>Occasional</b> Up to 33% of the time	<b>Frequent</b> 34%-66% of the time	<b>Constant</b> 67%-100% of the time
<b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>
<b>X Light:</b> Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	<b>Up to 20#</b>	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
<b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	<b>20-50#</b>	<b>10-25#</b>	<b>Negligible-10#</b>
<b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>50-100#</b>	<b>25-50#</b>	<b>10-20#</b>
<b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	<b>Over 100#</b>	<b>Over 50#</b>	<b>Over 20#</b>
<b>Other - list any other physical requirements or bona fide occupational qualifications not indicated above:</b>			

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.