

EDITED KSAPC LISTING

CLASSIFICATION: Chief Psychologist

NOTE: Each position within this classification may perform some or all of these KSAPCs.

KSAPC Statements	
Knowledge of:	
K1.	Comprehensive knowledge of objective personality assessments (both clinical and nonclinical dimensions) to determine the appropriate usage of psychological testing instruments in the law enforcement pre-employment process.
K2.	Comprehensive knowledge of the uses and limitations of both objective personality assessments and interview data to determine strengths and weaknesses of instruments to be utilized in peace officer selection.
K3.	Comprehensive knowledge of the integration of clinical and general background data as behavioral indicators to properly supervise the assessment of candidates in pre-employment selection.
K4.	Comprehensive knowledge of the application of psychological assessment procedures to supervise, train and oversee Psychologists in pre-employment peace officer selection.
K5.	Comprehensive knowledge of assessment techniques for written psychological tests that measure psychopathology as well as normal personality traits and temperament, including their use in employment screening to meet the requirements of state and federal regulations.
K6.	Comprehensive knowledge of the principles of effectively conducting clinical psychological interviews to provide adequate training and supervision to Psychologists/contracting psychologists.
K7.	Comprehensive knowledge of test construction to determine the most effective testing instruments to be utilized in the pre-employment process.
K8.	Comprehensive knowledge of concepts, problems, and research criterion validation in employment screening to provide adequate training and supervision to Psychologists/contracting psychologists.
K9.	Comprehensive knowledge of the application of screening methodology and procedures to specialized law enforcement populations to continually improve the quality of the assessments.
K10.	Comprehensive knowledge of the principles of effective supervision to ensure staff effectiveness and efficiency.
K11.	Basic knowledge of a supervisor's responsibilities under the State Employer/Employee Relations Act to maintain compliance with department requirements.
K12.	Basic knowledge of a supervisor's responsibility for promoting equal opportunity in hiring and employee development and promotion to maintain a work environment that is free of discrimination and harassment.
K13.	Comprehensive knowledge of a supervisor's role in the planning, organizing, training, and directing the work of staff to ensure expectations are met.
K14.	Basic knowledge of the principles and practices of budgeting and personnel management to coordinate fiscal operations and maintain staffing patterns.

KSAPCs highlighted in bold text are not currently on the SPB classification specification

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Ability to:	
A1.	Present ideas and information clearly and effectively in both oral presentations and written reports to supervise/train staff, communicate within agency, represent the Department and collaborate with other agencies.
A2.	Establish and maintain cooperative working relationships with all groups and individuals contacted in the course of work to maintain workplace efficiency.
A3.	Analyze situations accurately and adopt an effective course of action to provide leadership and direction to the program.
A4.	Establish and maintain project priorities to meet demands placed on the program.
A5.	Develop written memoranda to ensure effective communication and proper direction.
A6.	Review and edit written reports to ensure accuracy and provide effective supervision.
A7.	Develop and effectively utilize all available resources to meet the demands of the program.
A8.	Promote equal opportunity in employment to maintain a work environment that is free of discrimination and harassment.
A9.	Write clear and comprehensive reports to train staff.
A10.	Communicate effectively and tactfully with all levels to reach program goals and maintain a work friendly environment.
A11.	Plan, organize, and supervise the work of others to ensure program needs are met.
A12.	Manage a statewide program to meet Department's requirements.

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Personal Characteristics:	
PC1.	Scientific and professional integrity to maintain the highest level of ethical standards as established by the American Psychological Association (APA).
PC2.	Emotional stability to deal with the work stressors associated with the position.
PC3.	Conscientiousness to meet the multiple high priority/conflicting demands placed on the program.
PC4.	Excellent interpersonal skills to address inter/intra agency demands as a representative of the Department.
PC5.	Patience to effectively manage conflict and competing demands.
PC6.	Alertness to respond proactively to potential high priority problems/needs.
PC7.	Keeness of observation to critically analyze complex situations.