Psychological Associate

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PSYCHOLOGICAL ASSOCIATE I	4469	B19	$48,244 - $76,028
PSYCHOLOGICAL ASSOCIATE II	4470	B20	$51,158 - $81,351
PSYCHOLOGICAL ASSOCIATE III	4471	B21	$54,278 - $87,046
PSYCHOLOGICAL ASSOCIATE IV	4472	B22	$57,614 - $93,138

GENERAL DESCRIPTION

Performs psychological associate work involving psychological testing, programming, diagnosing, counseling, reporting, and research.

EXAMPLES OF WORK PERFORMED

Administers and interprets psychological instruments.

Plans and implements psychological activities.

Conducts individual and group psychotherapy.

Conducts training programs.

Interviews clients, recommends treatment, and prepares reports.

Participates in conferences for diagnosis and treatment planning.

Participates in research projects and program evaluations.

Prepares behavior analyses, and designs and monitors behavior modification and skill acquisition plans.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level IV may also perform work listed within the previous levels.

***Note**: Factors that may distinguish between journey and senior levels include the degree of independence in performing the work, the complexity of the work, the scope of responsibility, and the employee's related experience. Other factors may include the complexity and responsibility of assigned caseloads, specialization of practice, and type of practice setting. Employees at the journey level generally manage more routine or standard caseloads using foundational psychological knowledge, while escalating complex, unusual, or rare cases to senior-level employees. Employees at the journey level may independently perform the full range of work identified within current or previous levels or may assist others performing work of*

greater complexity. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate, oversee, and/or direct that work for others.

PSYCHOLOGICAL ASSOCIATE I: Performs complex (journey-level) psychological work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

PSYCHOLOGICAL ASSOCIATE II: Performs highly complex (senior-level) psychological work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may develop and implement individualized program plans.

PSYCHOLOGICAL ASSOCIATE III: Performs advanced (senior-level) psychological work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may conduct research and disseminate findings.

PSYCHOLOGICAL ASSOCIATE IV: Performs highly advanced (senior-level) psychological work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may evaluate reports to ensure completeness and accuracy, and conduct quality assurance and quality enhancement activities related to psychological service provisions.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in counseling or psychological work. Graduation from an accredited four-year college or university with a graduate degree in psychology as required for licensure.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of psychology and related disciplines; and psychological tests, measurements, and treatment techniques and practices.
- Skill in interviewing, and in the use of a computer and applicable software.
- Ability to interpret diagnostic interviews and test data, to conduct individual and group psychotherapy, to analyze behavioral deficits, to develop plans for implementing and monitoring rehabilitation activities in skill acquisition and behavior management, to communicate effectively, and to provide guidance to others.

Additional for Psychological Associate II – IV levels

- Ability to supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a Psychological Associate in the State of Texas in accordance with Texas Occupations Code, Chapter 501; and Title 22, Texas Administrative Code, Chapter 463.