Psychologist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PSYCHOLOGIST I	4462	B23	$61,184 - $99,658
PSYCHOLOGIST II	4464	B25	$69,572 - $114,099
PSYCHOLOGIST III	4465	B27	$84,182 - $142,374
PSYCHOLOGIST IV	4466	B29	$101,860 - $172,272

GENERAL DESCRIPTION

Performs psychological work by conducting psychological evaluations, diagnosing and counseling clients, conducting psychological research, and coordinating and directing psychological activities and programs.

EXAMPLES OF WORK PERFORMED

Plans psychological activities and programs.

Administers and interprets psychological tests and conducts psychological assessments and diagnoses.

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

Designs and conducts program evaluation studies.

Designs and conducts research studies and projects and disseminates findings.

Designs and implements special treatment programs as appropriate.

Develops and coordinates mental health delivery services programs, and designs and/or conducts training for these programs.

Reviews psychological reports for completeness and accuracy.

Provides individual or group counseling for youths, adults, and families.

Provides professional oversight and guidance to other occupations or support staff to ensure compliance with and adherence to regulatory standards and established procedures.

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.*

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

PSYCHOLOGIST 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:

- Evaluate mental health and psychological delivery services, activities, and programs.
- Review research studies and projects to ensure that findings are appropriately disseminated.

PSYCHOLOGIST 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:

- Provide training, consultation, and technical assistance to agency staff.
- Monitor quality and effectiveness of psychological activities and programs.
- Develop plans to improve services as needed to address needs or deficiencies and ensure compliance with relevant laws, standards, and policies.

PSYCHOLOGIST IV (Added 9-1-2025): 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 direct and plan mental health and psychological delivery services, activities, and programs and may:

- Review documentation of treatment to determine compliance with policies and procedures, standards of care, quality service, and regulations.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in psychological work. Graduation from an accredited college or university with a doctoral degree in psychology, as required for licensure.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of psychology, psychometrics, and physiological principles; diagnostic criteria; and psychological evaluation methods.
- Skill in the use of psychological evaluation and assessment techniques, and in mediation procedures.
- Ability to provide psychological counseling, to interpret diagnostic evaluations, to analyze behavior, to develop behavior modification and skill acquisition plans, to communicate effectively, and to supervise the work of others.

Additional for Psychologist II – IV levels

- Ability to coordinate psychological activities and research.

Additional for Psychologist III – IV levels

- Ability to plan and direct psychological activities and research.

REGISTRATION, CERTIFICATION, OR LICENSURE

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