



Chaplain III

Salary Group: B21

Class Code: 5083

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
CHAPLAINCY SERVICES ASSISTANT	5079	A13	\$32,439 - \$49,388
CHAPLAIN I	5081	B17	\$39,976 - \$61,399
CHAPLAIN II	5082	B19	\$45,244 - \$72,408
CHAPLAIN III	5083	B21	\$51,278 - \$82,901

GENERAL DESCRIPTION

Performs advanced (senior-level) ministerial clergy work. Work involves overseeing, coordinating, and planning programs, activities, and in-service training for chaplaincy services staff; conducting religious services and education classes; and providing pastoral care and counseling to clients and clients' families. May supervise the work of others. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Oversees, coordinates, and leads worship services, religious and education studies, and other programs.

Counsels clients, staff members, and their families on religious problems, personal issues, crisis intervention, grief, and institutional adjustment.

Coordinates programs for the recruitment, training, and supervision of chaplaincy volunteers.

Counsels institutional staff and conducts group seminars to communicate the religious needs of the clients.

Provides sacramental ministry in accordance with the practices and customs of the chaplain's faith.

Makes pastoral visits to new and existing clients, individuals who are critically ill, and relatives and families of clients.

Arranges for sacramental services for clients of other religious backgrounds.

May conduct seminars on the religious needs of clients for pastoral education programs.

May supervise the work of others.

Performs related work as assigned.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience as an ordained minister in a parish setting or chaplaincy, including satisfactory completion of some clinical pastoral education in an accredited clinical pastoral education center. Graduation from an accredited four-year college or university with a Bachelor of Divinity, Master of Divinity, Master of Theology, Master of Religious Education, or a related degree is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of the religious beliefs and practices of various faiths, groups, and denominations.

Skill in counseling clients and clients' families, and in the use of a computer and applicable software.

Ability to provide sacramental services, to develop new chaplaincy programs, to participate in community religious and welfare organizations, to communicate effectively, and to supervise the work of others.