

County of Santa Cruz

INVITES YOU TO APPLY FOR:

CLINICAL PSYCHOLOGIST

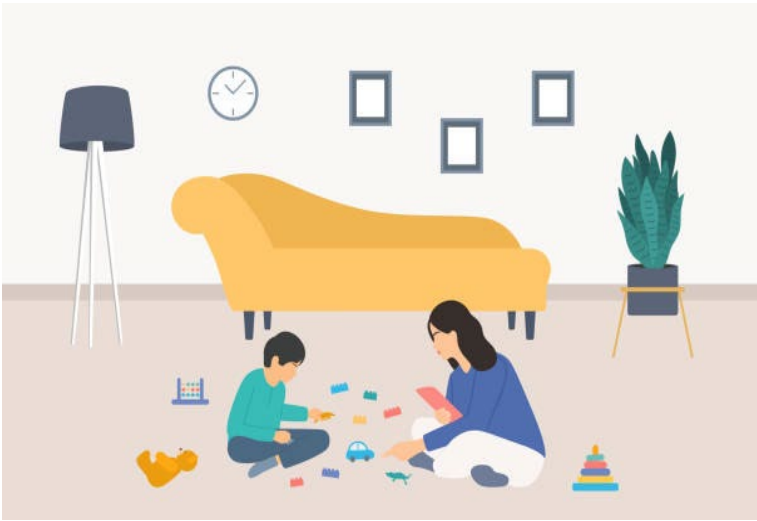
Bilingual (English/Spanish)
Candidates Encouraged to Apply

Supplemental Questionnaire Required

Open and Promotional
Job # 25-SY3

Salary: \$9,724 – 12,300 / Month

Closing Date: Friday, January 2, 2026



County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.

Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB: Incumbents provide a high level of expertise in support of various program areas and provide direction and advice to other program staff in clinical therapy and psychological treatment plans. This classification requires an advanced level of professional knowledge and skills in the areas of psychological testing, evaluation, and therapy. **The current vacancies are in the Children's and Adult Behavioral Health Services Division of the Health Services Agency.**

THE REQUIREMENTS: Any combination of training and experience which would provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

Possession of a doctorate degree in psychology from an accredited college or university and two (2) years of supervised professional experience under the direction of a licensed psychologist.

SPECIAL REQUIREMENTS: Possession of a Clinical Psychology license issued by the State of California **OR** possession of a license to practice clinical psychology from another State provided a license from the State of California is obtained within eighteen (18) months.



Knowledge: Thorough knowledge of principles, theories, techniques, and practices used in clinical and abnormal psychology, including projective techniques for the diagnosis and psychotherapy of mentally ill and emotionally disturbed clients. Working knowledge of characteristics of mental and emotional disorders and psychological treatment modalities; principles and methods of psychological research including evaluation, testing and outcomes; interviewing techniques, testing methods and counseling/clinical treatment methods. Some knowledge of principles and practices of mental health education, community organizations and allied mental health services and resources; laws and regulations governing mental health treatment; and laws and regulations as they relate to clients' legal rights.

Ability to: Plan and implement appropriate and effective treatment methods; administer, score and interpret a variety of psychological tests; supervise, train, evaluate and motivate assigned professional and support staff; identify and evaluate normal and abnormal behavior tendencies, diagnose and classify an appropriate prognosis and prepare an effective psychological treatment plan; conduct psychological research and evaluate statistical data; communicate effectively in both oral and written form; express complex and technical terminology and concepts in an understandable and non-threatening manner; conduct effective and appropriate individual and group psychotherapy, coordinate and direct the work of others effectively and positively; lead and participate in a treatment team; train others at various levels of expertise in the concepts and theories of the diagnosis and treatment of mental illness; initiate and maintain a variety of case notes, client records and other required documentation; prepare and present a variety of periodic and special reports of both a professional and administrative nature; establish and maintain effective work relationships with those contacted in the performance of required duties; communicate effectively in both oral and written form, including expressing complex and technical terminology and concepts in an understandable and non-threatening manner and monitor budgets and contracts.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced exam, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at **www.santacruzcountyjobs.com** or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Suite 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color, and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require Fingerprinting and/or Background Investigation.

CLINICAL PSYCHOLOGIST – SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. A response to these questions must accompany the regular application to be considered for this position. Applications received without the required supplemental information will be screened out of the selection process.

NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for moving to the next step in the recruitment process.

1. Describe your training, education and experience conducting psychotherapy, psychological testing and clinical assessment of children, youth, and families. For employment experiences, please specify the employer and the length of time in each function.
2. Describe your training, education and experience conducting psychotherapy, psychological testing and clinical assessment of adults and older adults. For employment experiences, please specify the employer and the length of time in each function.

EMPLOYEE BENEFITS:

ANNUAL LEAVE – 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS – 14 paid holidays per year.

BEREAVEMENT LEAVE – 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN – The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN – County pays for employee and eligible dependent coverage.

VISION PLAN – County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT – Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE – County paid \$20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE – Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN – Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

H-CARE PLAN – Employees who pay a County medical premium may elect this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) – Employees may elect this pre-tax program to cover qualifying health care expenses.

DEFERRED COMPENSATION – A deferred compensation plan is available to employees.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.

LIVE Here

WORK Here

PLAY Her