

Personnel Psychologist

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Company: Veterans Benefits Administration

Location: Washington

Category: life-physical-and-social-science

Summary

The Personnel Psychologist is located within the Department of Veterans Affairs (VA) Veterans Benefits Administration (VBA) Office of Mission Support (OMS). The Personnel Psychologist is responsible for administrative and clinical aspects of the Workplace Violence Prevention Program within VBA to include Behavior Threat Assessment Team(s), Prevention and Management of Disruptive Behavior Training, Disruptive Behavior Reporting and Recording, and the Workplace Behavioral Risk Assessment.

Duties

The incumbent is responsible for creating, coordinating, and leading diverse, inter and multidisciplinary Threat Assessment Team(s). Serves as the Chair of the BTAT(s), and thus is responsible for maintaining proficiency in evidence-based behavioral threat assessments and management practices.

The incumbent oversees the functions of BTAT, including obtaining incident reports and delegating cases to team members; assembles all available information regarding any alleged disruptive or threatening Employee, Visitors, and Volunteer behavior; determines whether the reported disruptive behavior poses a safety threat to individuals and the workplace.

Make risk mitigation recommendations to the Supervisory Safety and Occupational Health Manager and the Director of Operations, Safety, Security, and Preparedness to manage the safety threat posed by the reported behaviors. The BTAT represents a strategy for assessing and proactively addressing Employee, Visitors, and Volunteer generated violence.

The incumbent conducts and delegates behavioral threat assessments to inform recommendations for individualized risk mitigation strategies. Consults with the threat assessment team members and other appropriate experts, informing and providing risk-relevant clinical interventions in cases of disruptive or violent behavior history.

Provides timely and accurate responses to action items and recommendations made by the threat assessment team(s); and ensures ongoing training of team members in evidence-based threat assessment and threat management practice. Provides updates and submits WVP-related work products to Leadership when requested.

The incumbent serves as a Facility Administrator for Disruptive Behavior Reporting and Recording. Is responsible for collecting, quickly communicating, and managing disruptive incident information at VBA facilities and out-based offices. Is responsible for responding to FOIA and Congressional requests and inquiries directed to the BTAT. The incumbent will also submit an annual Workplace Behavioral Risk Assessment (WBRA) which provides data for each fiscal year to Leadership.

The incumbent will independently develop, provide, and oversee staff training as well as standard operation procedures (SOPs) to VBA personnel on various OSH programs and/or PMDB Training, and/or WVP.

The Psychologist Program Specialist is responsible for aligning local program implementation with national best practice guidelines. The incumbent seeks national guidance regarding disruptive individuals in the workplace, behavior risk and threat management recommendations, and strategies to promote a culture of safety in VBA. Also maintains a close working relationship with community partners in public safety and organizational safety.

The incumbent maintains a primary responsibility for the development and implementation of all Standard Operating Procedures (SOP's) for Workplace Violence Prevention. Works effectively with several different services and programs (., Safety Office, Central Office Leadership, Regional Office Leadership, and others) to develop specific procedures designed to promote the safety of VBA. Has oversight and administrative authority over all programming and participates in program development, implementation, and evaluation.

Works closely with leadership to develop strategic plans for the growth and development of WVP and ensures that VBA is in full compliance with all VA directives and regulations. The

Psychologist Program Specialist is responsible for reporting required data to VBA and other monitoring entities as well as submitting internal and external surveys and reviews.

Promotion Potential: GS-13 is the full performance level.

Work Schedule : Full time, Monday through Friday

Compressed/Flexible: At discretion of agency.

Telework: Yes; At discretion of agency.

Virtual: This is not a virtual position.

Position Description/PD# : Personnel Psychologist; #39699-0

Relocation/Recruitment Incentives : Not Authorized

Financial Disclosure ReportNot Required

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