

Job Class Profile: **Clinical Sexologist**

Pay Level: **CG-43** **Point Band:** **1038-1081**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	7	3	5	7	7	6	3	3	
Points	327	117	19	24	210	152	124	64	32	1069

JOB SUMMARY

The Clinical Sexologist provides specialized professional work in the provision of clinical sexological diagnosis and treatment. Work involves the application of the principles and practices of clinical sexology in the assessment and treatment of sexuality dysfunctions, paraphilias and gender identity disorders in the province. Acts as a technical advisor and consultant to a variety of health providers, community groups and is a provincial resource on sexual health issues.

Key and Periodic Activities

- Performs diagnostic sexuality assessments and tests; identifies and diagnoses sexual pathology (sexual disorders/dysfunctions) using specialized methodologies and the Diagnostic and Statistical Manual of Mental Disorders IV (sexual disorders section); and assesses the level of sexual pathology.
- Prepares diagnostic and therapy reports for clients (i.e. adults and children) with sexual dysfunctions and disorders and maintains progress notes for those receiving treatment; maintains comprehensive reports of client assessments and treatment programs; completes legal documents and provides legal testimony as required.
- Develops and delivers individual, couple and group sessions including cognitive behavioural, relaxation, and behaviour therapies, fantasy retraining, relapse prevention strategies, covert sensitization, and other sessions as deemed appropriate; and evaluates and modifies these sessions as appropriate.
- Acts as an advisor and provides consultation to a variety of health care professionals, legal system and community agencies; consults and advises on assessment, treatment and educational issues related to sexuality disorders and dysfunctions; conducts in-services and educational sessions for various interest groups; serves on committees; and develops and maintains liaison with community agencies.
- Researches or participates in research activities designed to improve methods of treatment and investigates current research to assist in formulating assessment and therapeutic strategies.
- Develops and implements the sexuality program policies and quality assurance practices and contributes to divisional policies.
- Designs and performs needs assessments and evaluation activities to determine program effectiveness and identifies treatment, activities, or resources for the needs of the Sexuality Program clients.
- Determines or consults on decisions related to the purchasing of clinical resources required for

Key and Periodic Activities

- the Sexuality Program.
- Maintains and determines priority of clients on waitlist.
- Designs and develops education literature/instruction and delivers educational sessions to clients/families, students, interdisciplinary team, professionals, and community groups.
- Participates in professional development; attends internal and external meetings; serves on committees (i.e. internal and external) and performs administrative tasks such as compiles workload measurement statistics.

SKILL

Knowledge

General and Specific Knowledge:

- Specialized clinical knowledge and pharmacology.
- Evidence based practices, procedures, and current research in sexological diagnosis and treatment.
- Assessment and therapeutic intervention techniques.
- Ethical practices and standards.
- Sexual physiology and related pathology.
- Sexual dysfunctions, paraphilias, gender identity disorders.
- Medical and mental health community agencies and resources.

Formal Education and/or Certification(s):

- Minimum: Graduate Degree in one of the Social Sciences (Social Work, Psychology, or Nursing) and a Graduate Degree in Human Sexuality/Sexology; Registration and/or licensure with a recognized professional Sexological body (i.e. Ontario Association of Consultants, Counsellors, Psychometrists and Psychotherapists (OACCPP) which represent Clinical Sexologists, the American Association of Sexologists, or the Society for Scientific Study of Sexuality).

Years of Experience:

Minimum: 3 – 4 years experience.

Competencies:

- Ability to provide clinical assessment and evaluation.
- Ability to provide expert advice in sexual health.
- Oral and written communication skills.
- Organizational and leadership skills.
- Clinical and analytical skills.

Interpersonal Skills

- A wide range of interpersonal/communication skills are used to listen and provide routine and complex information, to collect confidential and sensitive information, provide care and comfort to clients, ask questions, evaluate, instruct/educate/teach, conduct formal interviews and group therapy sessions, promote the service, provide expert advice or counselling, deal with upset/angry people, and gain the co-operation of others.

- Skills are used to conduct client assessments, communicate with employees, service providers, and government or community agencies regarding client's treatments, needs and assessments. Performs the role of provincial consultant on sexual health issues for the province.
- Communications occur with employees in the immediate work area and department, managers, and clients for ongoing therapeutic assessment and treatment. Interaction also occurs with peers in and outside the organization, students, professional associations, professional advisors, internal and external departmental executives, legal system, government, and community agencies.

EFFORT

Physical Effort

- Work demands do not result in considerable fatigue requiring periods of rest.
- Occasionally, there is lifting or physical strength required (i.e. lifting or moving objects less than 10 lbs. such as books, files, material resources, etc.).
- Regularly sits to consult with clients where freedom of movement may be restricted, conduct therapeutic sessions with groups, and to work on the computer. Occasionally works in awkward or cramped body positions (i.e. cognitive-behaviour therapy work); pushes, pulls, and sets up small furniture for group work, stands to facilitate or teach groups, and walks to visit and consult with clients in hospital. Occasionally drives to other sites to perform consults, give presentations or provide expert advice.
- Fine finger/precision work is required when using a computer.

Concentration

- **Visual** concentration is required on a regular basis when in sessions with clients and may include establishing eye contact, observing facial and body expressions/language, behaviour, physical appearance in order to interpret/integrate these observations into meaningful information. Visual concentration is also required when reviewing client charts or notes, for documenting work, and when the tasks require reading or researching information such as from textbooks or a computer.
- **Auditory** concentration is required to listen attentively to the client and/or family members, to be alert to obtain and interpret information correctly, and to listen for tone, voice, and the level of volume in their communications.
- Other senses requiring concentration include the sense of **smell** which is regularly required to detect distress, illness (i.e. soiling of clothes, poor hygiene) and substance abuse (i.e. alcohol or marijuana), and **touch** to comfort or to conduct therapy with clients.
- **A higher than normal level of attentiveness and carefulness** is required when assessing clients, in order to make accurate diagnosis and provide appropriate treatment.
- There is **often lack of control over the work pace and time pressures** in completing assessments, case documentation and workload reports, managing emergency and routine clinic/office appointments, and other emergency situations within the allocated timeframe. There is also lack of control over the number of clients that require services, as this is a specialized service which is unique in the province, and referrals are unlimited. **Interruptions** often occur due to crisis situations.
- The need for **exact results and precision** is high when testing, assessing, diagnosing, treating,

and in reflecting information back to clients in counselling sessions.

Complexity

- Tasks and activities are different/unrelated and require a broad range of skills and knowledge.
- There is the requirement for creative problem definition and analysis, development of complex solutions when dealing with sexuality dysfunctions, paraphilias and gender identity disorders. Researches or participates in research activities designed to improve methods of treatment and investigates current research to assist in formulating assessment and therapeutic strategies.
- The most typical challenge or problem is assessing a client, looking at the issues, and developing a treatment and intervention plan pertaining to a variety of sexological issues.
- When addressing typical problems this class can consult with supervisor, other professionals; review journals/literature, research articles, Code of Ethics, policy and procedure manuals, and consult with professional associations such as the American College of Sexologists and the OACCPP for guidelines and regulations.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are somewhat prescribed or controlled.
- Work performed tends to be highly autonomous for clinical areas such as responsibility for all decisions that guide client assessment and treatment. In addition, independent decision-making is made with scheduling of client appointments, evaluating the service, developing policies, and making decisions regarding the clinical resources required for the service (i.e. books, periodicals, teaching models, etc.). When client presents with conditions outside of scope of practice or conditions that are not sexual health specific, refers clients back to referring physician or to other professionals, as appropriate.
- Requires approval for administrative purchases such as non-stock item supplies. Consults with out of province supervising clinical sexologist for quality assurance purposes.
- Exercises a high degree of discretion when providing expert advice to clients, determining treatment plans, and decisions around management of caseload, ethical issues, and scheduling of groups. Discretion and judgement are used to interpret directions and apply guidelines such as processes, protocols, treatments, and following code of ethics.
- Provides diagnosis, gives information, advice, and recommendations to clients, their families, professionals, legal systems, and community groups regarding diagnosis, treatment options within their scope of practice, and education and can consult with professional practice staff as required.

Impact

- Work impacts the immediate work area, in and outside the department, the organization, public, and direct and significant impacts on the client.
- There are also impacts on processes and systems (i.e. legal and professional), information, and human resources (i.e. delays with treatment), and corporate image.
- There are positive and negative impacts on clients, their health and safety, continuity of care and treatment plans.
- Consequences from decisions, advice and/or recommendations could be the result of an

inaccurate interpretation of client assessment resulting in the misdiagnosis, delays in treatment, and in some situations depending on the patient's physical and mental status, suicide.

Consequences and/or errors are often difficult to identify and can have an impact beyond the short term.

- There are professional guidelines, procedures, and checks and balances in place to help mitigate any errors from a professional perspective, as there is registration or licensure to practice and the governing body regulates the practice, guides ethical decision-making, and professional conduct.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- May provide on-the-job advice/guidance and training, feedback, and orientation to new employees or reviews the work of residents, interns, and social work students on certain cases.
- Provides a team leader role such as acting as an advisor and consultant to others (i.e. community agencies, other regional health authorities, legal system, etc.) in the province on assessment, treatment and education issues related to sexuality disorders and dysfunctions.

WORKING CONDITIONS

Environmental Working Conditions

- Work is performed in acute hospital units (i.e. acute admission units, forensic, and residential units) and community sites (i.e. penitentiary and addiction centers). When seeing clients, follows applicable safety standards and precautions, monitors physical safety and surroundings, and advises colleagues and other applicable staff of risk issues, schedules, and any need for assistance. May be required to practice universal safety precautions and wear a gown, mask, and gloves when in contact with infectious clients.
- There is a limited likelihood of minor injury, illness, fracture, partial or total disability, as safety precautions are in place to mitigate potential areas of risk.
- Occasionally exposed to unusual/distracting noise from other offices, glare of a computer screen, dirt, dust, infectious diseases, odours, physical dangers, or threats (i.e. upset client). May have to do some travel to other sites for assessments or consultations, sometimes in adverse weather conditions.