



PBH Postdoctoral Fellowship in Clinical Psychology 2026-2027

Organization Aims

Founded in 2012, PBH's mission is to deliver high-quality, evidence-based psychotherapy in a client-centered, professional, and collaborative environment. 29 psychologists serve communities in the Bay Area and other locations across California, collaborating in our General Clinic as well as five specialty sub-clinics, including Women's Wellness, Child and Family, Thrive (Eating Disorder), Trauma Recovery, and Relationships clinics. We also host monthly Identities Consult meetings in which clinicians discuss the impact of their clients' and their own cultural context and understandings on clinical care.

Program Aims

Our 12-month program prepares fellows for licensure and independent practice by providing advanced clinical training, structured didactics, and individualized mentorship. The fellowship is competency-based and designed to help fellows develop both clinical and professional skills needed for licensure and independent practice, including accrual of supervised hours, caseload management skills, professional judgment and consultation, cultural responsiveness, and cultivating a unique clinical voice. Fellows receive diverse training experiences with expert supervision and consultation from clinicians who also hold positions at Stanford University, the Palo Alto VA Healthcare System, The Wright Institute, and Palo Alto University. **The fellowship meets postdoctoral supervised practice requirements for licensure in the state of California.**

Feature	Details
Setting	Private group practice (telehealth + optional in-person, Palo Alto)
Duration	12 months, full-time (applicants preferring a part-time position will also be considered)
Stipend & Benefits	\$75,000 base pay, up to \$90,000+ based on caseload size Retirement plan <i>with employer match</i> Health, dental, and vision insurances \$1,000 independent training stipend Work-from-home stipend
Leave	2 weeks vacation, 40 hours sick leave/year, federal holidays off (1 week, 20 hours, federal holidays for part-time)
Specialty Clinics	General, Eating Disorders, Trauma Recovery, Relationships, Women's Wellness



Expected Clinical Services (Adult & Child Tracks)

- **Weekly Clinical Hours:** Full time average 17 hours/week, caseload ~22 clients (Part-time: 9 hours/week, caseload is usually 12-13 clients)
- **Caseload Ramp-Up:** Begin with intake assessments → gradually fill caseload (~16 sessions/week + 1 intake hour/week for full time, 10 sessions/week + 1 intake hour/week for part-time)
- **Caseload Composition:** Matched to training goals while balancing clinic and client needs
- **Sliding Scale Services:** Opportunity for 1–2 clients depending on program needs
- **Client Age Range:** depending on adult or child track, from ~4-70 years

Adult Track

- Evidence-informed individual therapy, with an emphasis on CBT, ACT, and other modern behavioral modalities working with clients age 18-70
- Possibility to work with older teens, young adults and older adults, depending on interests, goals, supervision availability, and clinic needs
- Participation in weekly General Clinic group consultation
- Opportunity to join specialty clinics for focused group consultation and supervision

Child Track

- Individual, group and family interventions
- Primarily child clients, with adult clients available depending on training goals
- Clinical focus areas: mood/anxiety disorders, emotion dysregulation, ADHD, behavioral, eating, developmental disorders
- Weekly General Clinic group supervision/consultation
- Bi-weekly child-focused clinic consultations
- Opportunity to sit in on other (adult) specialty clinics where helpful, and possibly to take on adult cases, depending on interests, goals, supervision availability, and clinic needs

Therapeutic Approaches

- Exposure-based therapy for trauma recovery and anxiety disorders
- Cognitive Behavioral Therapy (CBT) for anxiety, depression, sleep and eating disorders
- Acceptance and Commitment Therapy (ACT) for mood, anxiety, and stress-related difficulties
- Additional evidence-informed approaches: Dialectical Behavior Therapy (DBT), Cognitive Processing Therapy (CPT), Prolonged Exposure (PE), Gottman Method, Emotion-Focused Therapy (EFT), and more



Evidence-Informed Philosophy

PBH strives to provide care that is client-centered, culturally humble, and informed by science. Fellows are encouraged to **adapt interventions** to meet clients' needs while maintaining fidelity to evidence-based practices and principles. PBH values measurement-based care, and provides opportunities for fellows to administer and track standard mental health questionnaires, such as PHQ-9, GAD-7, PCL-5, and many more.

Elements of Training

- Brief training in documentation, charting, billing, business in the private practice setting
- Intake assessments and brief consults
- Gradual ramp-up of individual client caseload (with corollary decrease in intake hours), supervision and consultation within specialty clinics
- Video review and feedback
- Didactic exploration and training as per fellows' individual goals (Examples include: learning specific exposure therapies for OCD, anxiety disorders, and trauma; practicing specific modalities for eating disorder treatment; learning Gottman method for couples.)
- Gradual shift from more structured feedback to an emphasis on reflective practice and finding each fellow's individual clinical voice
- Guidance and feedback on using self-disclosure, support-seeking, and connection with fellow professionals in the group consultation context
- Full clinical responsibilities with diverse presentations across specialty clinics, transition to effective utilization of group consultation space without supervision

Quick Guide to Supervision & Mentorship Elements

Supervision Type	Hours
Individual (primary & supplemental)	2/week
Group supervision	1+/month
General Clinic group consultation	1-2/week
Specialty clinic(s) consultation	0-2+/month

Monthly Didactic Seminar



Topics chosen monthly, with input from fellows. Examples include: advanced case conceptualization, intergenerational trauma, race-based stress and trauma, motivational interviewing, OCD treatment incorporating social justice, advanced ethics, measurement-based care, conception and post-partum mood disorders. Covers advanced practice skills, clinical updates, and emerging research, as well as professional development and business topics.

Mentorship & Community

Fellows receive guidance on professional development and transitioning to independent practice, including test taking, caseload management, financial planning, and professional decision-making. Collaborative culture with supportive colleagues, quarterly group meals and socials. Mentorship includes skill development, career planning, and integration of clinical knowledge.

Competencies Developed

1. **Clinical Assessment & Diagnosis** – Conduct comprehensive intake evaluations, apply DSM-5 diagnostic criteria accurately, and integrate findings into individualized case formulations.
2. **Evidence-Based Intervention** – Deliver effective, evidence-based psychotherapeutic interventions to diverse clients across the lifespan, tailoring approaches to individual needs and cultural context.
3. **Consultation & Interprofessional Collaboration** – Engage effectively in case consultation and interdisciplinary communication to enhance client care and professional growth.
4. **Ethics, Law, and Professional Standards** – Apply APA Ethical Principles, state licensing laws, and legal standards consistently in clinical practice, including telehealth delivery.
5. **Individual & Cultural Diversity** – Integrate awareness, knowledge, and skills related to diversity, equity, and inclusion into all aspects of assessment, intervention, and professional conduct.
6. **Professionalism & Self-Reflection** – Demonstrate professional behavior, time management, and self-awareness, and use reflective practice to guide clinical decision-making and self-care. Develop a sense of the self as a professional, including individual voice, style, and preferences.
7. **Transition to Independent Practice** – Earn licensure, develop skills in caseload management, scheduling, and practice operations in preparation for autonomous professional work.

Activities for Fellows to Meet Competencies and Objectives

Competency	Training Activities & Experiences	Supervision & Support
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PENINSULA

BEHAVIORAL HEALTH

1. Clinical Assessment & Diagnosis	Conduct structured intake interviews; administer and interpret self-report measures; integrate findings into DSM-5 diagnostic formulation and treatment planning.	Intensive review of intake recordings in individual supervision; diagnostic case discussions in clinic consultation groups.
2. Evidence-Based Intervention	Provide individual psychotherapy to a diverse caseload (average 17 clinical hours/week); opportunities to work with sliding scale clients; implement evidence-based treatment protocols adapted to client needs.	Direct observation and/or review of recorded sessions; live feedback during group supervision; targeted case formulation guidance in individual supervision.
3. Consultation & Interprofessional Skills	Participate in weekly specialty clinic consultations; collaborate with other clinicians for case coordination and referral management.	Group consultation led by licensed psychologists; modeling and feedback on case presentation skills.
4. Ethics, Law, and Professional Standards	Apply APA ethics and California Board of Psychology laws to telehealth and in-person practice; manage consent for recording sessions; maintain HIPAA-compliant documentation.	Ethics case reviews in didactic seminars; ongoing discussion of legal/ethical dilemmas in supervision; review of informed consent and documentation practices.
5. Individual & Cultural Diversity	Work with clients across a range of identities, ages, and presenting problems; adapt interventions to cultural context.	Supervisor-guided exploration of cultural factors in case conceptualization; diversity-focused didactic topics integrated quarterly.
6. Professionalism & Self-Reflection	Identify and discuss areas for clinical growth; develop strategies for workload management and well-being. Manage own schedule in balance with client needs; maintain consistent professional boundaries; present cases in group settings; correspond professionally with clinic staff and supervisors.	Feedback on workload, self-care, timeliness during supervision; role-modeling by supervisors and clinic leaders. Communication skills coached in group supervision; specific feedback on case presentations in consultation groups.
7. Readiness for Independent Practice	Progressively increase caseload to full capacity; independently manage treatment planning, scheduling, and documentation.	Gradual reduction in supervisory structure as competence increases; assistance with licensure paperwork, summative evaluation confirming readiness for autonomous practice.



Competency Evaluations and Feedback

Fellows are provided with verbal feedback during supervision meetings throughout the year, and are provided with written feedback from their supervisor(s) mid-year and at the end of the year. The written evaluations are based on the competencies of the program and are an opportunity to discuss progress toward these competencies as well as the personal goals set by each fellow at the beginning of the training year. Fellows also complete evaluations of their supervisor(s) and end of the year evaluations on the program. If a fellow does not meet the expected level of competency, the due process procedures described in the program's due process policies document will be initiated.

Details of Training Resources

- Clinical experience may be gained via telehealth, or in-person in our Palo Alto office at 3260 Ash St. Palo Alto, CA 94306.
- Supervision is conducted exclusively via videoconference, with opportunities for in-person social events across the Bay Area, especially in the South Bay. Historically, some supervisors and supervisees have agreed to meet for some in-person supervision on an as-desired basis.
- Rotating supervisory staff based on trainee's goals and needs, from 1-4 supervisors available per year. All supervisors are licensed clinical psychologists from APA-accredited programs.
- Regular opportunity to consult with previous post-doctoral fellows, early career clinicians, as well as leadership within the clinic (training directors, partners).
- \$1,000 stipend to pursue training opportunities outside the clinic
- A work-from-home stipend to pay for materials that support healthy in-home workflows, such as extra monitors, standing desks, ergonomic chairs, etc.

Scheduling

- **Fellowship timeline:** The program will start September 8, 2026 and runs through August 2027.
- **Leave:** 2 weeks vacation (accrued), plus all federal holidays, 40 hours/year sick leave (accrued)
- **Scheduling Flexibility:** Fellows manage their own schedule in consultation with supervisors and according to client needs



Application Eligibility

- Doctorate from APA- or CPA-accredited program; predoctoral internship required
- Must register as California Psychological Associate *prior to starting* (assistance provided)
- **Application Materials:** CV, cover letter, 3 letters of recommendation
- **Timeline:** Applications received by December 1st will be given full consideration; interviews will be conducted in early January, and offers extended in early February. Applications received after December 1 may be considered based on program needs.
- **Contact:** Co-Directors of Training, Dr. Erica Pool, PsyD and Dr. Jerika Norona, Ph.D. at training-program@penbh.com

Application Tips:

- Please note interest in adult or child track **with bold font**
- Please specifically highlight your experiences with and interest in evidence-based treatment
- Please help us understand specifically what you're hoping to gain from our training program, and how it fits into the sequence of your training (or represents a pivot in your goals!)
- Please feel free to speak frankly to help us understand you as a candidate and as a person, and to communicate what your needs vs your wants are.
- **Please let us know right away if you have other offers, so that we can speed our review process and/or respond.**

PBH values cultural humility and diversity and strives to be sensitive to the many roles cultural identities play in our organization and in our services. Candidates representing underrepresented backgrounds in mental health are strongly encouraged to apply.