PBH Postdoctoral Fellowship in Clinical Psychology

APPIC Member (#9279) | 2027-2028 Training year

Organization Aims

Founded in 2012, Peninsula Behavioral Health's mission is to deliver high-quality, **evidence-based psychotherapy** in a client-centered, professional, and collaborative environment. 28 psychologists serve communities across California, collaborating in our General Clinic as well as four specialty sub-clinics, including Women's Wellness, Child and Family, Thrive (Eating Disorder), and Trauma Recovery 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

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 helps fellows develop 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 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. We are also now APPIC members!**

Feature	Details
Setting	Private group practice (telehealth + in-person, Palo Alto)
Scheduling	Start: September 1, 2027 Ends: August 31, 2028 Full-time and half-time positions available Fellows manage their own schedule (keeping clinic and client needs in mind)
Salary & Additional Pay	Salary: $75,000 Additional pay based on sessions completed: up to $15,000+ based on caseload size (total pay $75,000 - $90,000+) An average of 19 sessions completed per full work week over the final 8 months would yield total pay of $90,000
Benefits	401K Retirement plan with employer match of up to 4% of pay Health, dental, and vision insurances Paid sick leave 21 days paid vacation/federal holiday days $1,000 budget for additional training(s) outside PBH $500 work-from-home/equipment stipend
Legal Classification	The postdoc will be an employee (not an independent contractor)

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

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 aims to provide care that is client-centered, culturally aware, and informed by science, **adapting interventions** to meet clients' needs while maintaining fidelity to evidence-based practices and principles. We value measurement-based care, and provide opportunities to administer and track standard mental health questionnaires, such as PHQ-9, GAD-7, PCL-5, and more.

Quick Guide to Supervision & Mentorship Elements

Supervision Type (at least 2 hours of individual sup & 2 hours of other structured learning environments)	**Hours**
Individual (primary and/or delegated)	≥ 2/week
General Clinic group supervision/case conference	≥ 2/week
Group supervision/didactics*	≥ 1+/month
Speciality clinic(s) group supervision/case conference	0-2+/month

*Topics chosen monthly, with input from fellows. Examples include: advanced case conceptualization, intergenerational trauma, race-based stress and trauma, motivational interviewing, advanced ethics, social justice in exposure therapy, measurement-based care, post-partum mood disorders.

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

Application Process and Eligibility

- **Application Materials:** CV, cover letter, and 3 letters of recommendation (submitted together in a single email) to training-program@penbh.com
- Doctorate from APA- or CPA-accredited program; predoctoral internship required
- Must register as California Psychological Associate *prior to starting* (assistance provided)
- **Timeline:** Applications due December 1st, interviews the week of January 4, offers late January/early February
- **Contact:** Co-Directors of Training, Dr. Erica Pool, PsyD and Dr. Jerika Norona, Ph.D. 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.