Postdoctoral Fellowship in Evidence-Based Practices for Immigrant Youth
Child and Adolescent Services
Division of Infant, Child and Adolescent Psychiatry
Zuckerberg San Francisco General Hospital
Department of Psychiatry
University of California, San Francisco

This postdoctoral fellowship is a placement in a hospital-based outpatient community mental health clinic. The position focuses on development, implementation, and evaluation of outpatient specialty mental health and a school-based prevention program targeting immigrant youth and families. Drawing from evidence-based, family-centered, culturally-attuned, and trauma-informed approaches, the fellow will engage in clinical service delivery and scholarship in an outpatient clinic-based program, as well as school-based settings.

Child and Adolescent Services (CAS) is a clinic within the University of California, San Francisco (UCSF) Department of Psychiatry, Division of Infant, Child and Adolescent Psychiatry (ICAP) at Zuckerberg San Francisco General Hospital (ZSFG), a public service hospital and Level I trauma center, committed to serving low-income and ethnically and culturally diverse minoritized populations. UCSF CAS provides high quality, culturally-informed, trauma-informed and evidence-based clinical services to these populations and strives to promote health and well-being within the community. Integral to the program’s training philosophy is the understanding that individuals are shaped and affected by their sociocultural contexts, e.g., systemic forms of oppression, acculturation. Our program provides individual, family, and group outpatient therapy services, as well as houses a robust psychological testing program which includes comprehensive psychological evaluations and pre-adoptive developmental evaluations. We are the only clinic in San Francisco County that provides bilingual (Spanish) comprehensive psychological evaluations to youth on public insurance. There are many opportunities for advanced training in various evidence-based practices including but not limited to: Trauma-Focused Cognitive Behavioral Therapy, advanced cognitive behavioral therapy techniques, Dialectical Behavior Therapy, and diversity, equity, and inclusion best practices. In addition, all staff, predoctoral, and postdoctoral fellows receive extensive training and supervision in the use of in-person interpreter services.

Regarding research, there are two main projects where the fellow may have the opportunity to engage in scholarship:

1. The Fuerte program is a school-based secondary prevention program targeting newcomer Latinx immigrant youth in the San Francisco Unified School District. The program is currently funded through the California Mental Health Services Act Innovations Fund to undertake a comprehensive evaluation of the program, as well as to adapt it to other immigrant groups. The aims include: 1) a randomized control trial examining mental health literacy, service linkage, academic, and social-emotional outcomes; 2) creation of a "playbook" based on state-of-the-art frameworks for cultural adaptations of existing prevention and interventions programs; 3) adaptation of the program to other groups of newcomer immigrant populations (e.g., MENA); and 4) an evaluation of systems-level implementation to create a framework for implementation in other counties in California and beyond.
2. An implementation project examining health and legal partnerships for reducing health disparities among newcomer immigrant youth, as well as a **UCSF-wide initiative** focused on the health and human rights of immigrant families.

Other opportunities may also be available as funding permits.

Our population is culturally and linguistically diverse, primarily publicly insured, and served within a large, academic medical center housed within San Francisco County’s only Level I trauma center. Approximately 70% of the families we serve are of Latin American origin, with the vast majority being monolingual Spanish. Fellows are engaged in training and educational activities, program evaluation, and research and will have opportunities to participate in systems-level work focused on advocacy and policy initiatives. Fellows will spend approximately 50% of their time engaged in clinical service activities and 50% of their time in research activities. Individual clinical and research supervision will be provided by licensed clinical psychologists in accordance with requirements for licensure by the California Board of Psychology. This training experience will emphasize professional development to train fellows to assume leadership positions within academic medical and/or community mental health centers as child clinical psychologists. Opportunities to participate in clinical group supervision, individual/group Spanish supervision, and a variety of didactic seminars through the UCSF Child and Adolescent Services Multicultural Clinical Training Program are available. Upon completion of the one year fellowship, fellows will have met the postdoctoral training hours requirement for licensure as a clinical psychologist in the state of California.

The UCSF CAS postdoctoral fellowship is housed within the **UCSF CAS Multicultural Clinical Training Program**, which recruits and trains promising individuals for careers in clinical psychology with an emphasis on underserved children and families. The UCSF CAS postdoctoral fellowship embraces the scientist-practitioner model of psychology training, integrating state-of-the-art research and evidence-based practices with clinical services delivery grounded in serving the needs of the local community. Today’s psychologists must be flexible in skills and abilities, and the UCSF CAS Multicultural Clinical Training Program strives to prepare advanced trainees to thrive as psychologists who can meet the needs of their community and embody the highest standards of the profession. Training supports the practitioner in the ongoing understanding of themselves, in terms of one’s own cultural background and possible biases, as a key component in understanding the systems and institutions within which we are all embedded.

The **UCSF Child and Adolescent Multicultural Clinical Training Program** offers specialized training for individuals interested in applying a multicultural focus that is integral to their clinical and research endeavors, as addressing health disparities across cultural groups is inextricably interwoven with social justice. This training takes place within the context of a clinic and hospital with a clear commitment to serving ethnically diverse and economically disadvantaged communities. Funded by private donors through a specialized training initiative, the training program provides leadership in multicultural clinical training and works to reduce barriers that patients often encounter in their attempts to access culturally appropriate evidence-based supported services.

We expect our fellow to meet the following training goals:

1. Acquire advanced intervention and assessment skills with immigrant populations.
2. Exposure and specialized training in evidence-based practices, particularly in evidence-based treatments for traumatic stress.
3. Integrate research activities into their clinical work.
4. Develop organizational management and community-engagement skills in working with various sectors (e.g., legal, education) involved in system-of-care of immigrant youth and families.
5. Develop specialized training and supervision in the assessment and treatment of bilingual youth, including the use of interpreter services.
6. Develop and practice supervisory skills.
7. Develop the professional and leadership skills necessary to not only practice independently but succeed within academic medical and/or public health settings and take leadership positions in those settings.

Stipends for fiscal year 2020-2021 are $55,000 for a full year for postdoctoral fellows. Bilingual fellows will receive an additional $2,000 to the aforementioned stipend amount pending certification through UCSF of language abilities. UCSF provides a competitive benefits package for postdoctoral fellows and further information can be accessed at https://postdocs.ucsf.edu/benefits.

APPLICATION INSTRUCTIONS

Applicants must have completed a doctoral degree in Clinical, Counseling, or School Psychology from an APA-accredited program. Candidates must have completed all requirements for their doctoral degree prior to beginning fellowship. Only graduates of APA accredited doctoral programs will be considered, and applicants must have also completed an APA-accredited pre-doctoral internship. Candidates should have well-established clinical and research interests, and prior experience working with youth and families. Strong interest in working with underserved families in an urban, public health context is a must, and prior experience in these contexts is preferred. Bilingual applicants, and particularly Spanish-speaking applicants, are especially encouraged to apply.

The Postdoctoral Fellowship program at UCSF CAS will follow the APPIC Postdoctoral Selection Guidelines.

Applications are accepted on a rolling basis until the position is filled. The 2021-22 training year is scheduled to begin September 1, 2021 and end August 31, 2022.

Candidates must submit the following to be considered for the position:

1. Letter of interest which includes your long-term career goals and how this postdoctoral fellowship will help you reach these goals (no more than 2 pages, single spaced)
2. CV
3. Official transcripts reflecting attendance at an APA-accredited program
4. Three letters of recommendation under separate cover (one must come from a clinical supervisor at your predoctoral internship, one from a research mentor, and the last one can be either from a clinical supervisor or research mentor).

All application materials and recommendation letters should be submitted directly to Daman Pannu (contact information below). In the email subject line, please write “UCSF CAS Postdoctoral Application” to help us better process your application.

UCSF is an Equal Opportunity/Affirmative Action Employer. The University undertakes affirmative action to assure equal employment opportunity for underutilized minorities and women, for persons
with disabilities and for Vietnam-era veterans and special disabled veterans. 12/04 Employer University of California, San Francisco (UCSF)

HOW TO REACH US

Please submit application materials and recommendation letters to the attention of:

Daman Pannu
ICAP Training Program/Clinical Research Coordinator
daman.pannu@ucsf.edu

Inquiries may be addressed to:

William Martinez, PhD
Assistant Professor
Department of Psychiatry and Behavioral Sciences
Email: william.martinez@ucsf.edu