



BANYAN BEHAVIORAL HEALTH

Clinical Psychology Postdoctoral Training Program

2027 - 2028

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Who We Are

Our Mission

Rooted in *Community*. Grounded in Science.

“The strength of our collective backgrounds, enriches your mental healthcare.”

The name Banyan is not accidental. The banyan tree grows by sending roots downward from its branches - expanding outward while remaining deeply connected to its origins. It is a tree of belonging, shelter, and collective strength.

That is the spirit behind this practice. Meaningful mental healthcare begins with genuine understanding - not just of your symptoms, but of your culture, your history, your language and the unspoken rules that shaped you.

Whether you're a first-generation immigrant, a student overwhelmed by academic expectations, or a parent trying to find language for something you never had words for - Banyan was built for you.

Postdoctoral Fellowship Program in Clinical Psychology

Advanced Clinical Training in Culturally and Linguistically Responsive, Evidence-based Psychotherapy

Fellowship Mission

The Banyan Behavioral Health Postdoctoral Fellowship provides advanced clinical training in culturally responsive, evidence-based psychotherapy within a diverse, multilingual behavioral health practice. Designed to prepare psychologists for independent practice, the fellowship combines individualized supervision, professional mentorship, and rich clinical experiences serving culturally and linguistically diverse communities.

Banyan offers a private practice training environment with the diversity, clinical complexity, and collaborative spirit of a community-oriented mental health setting. Fellows work alongside an interdisciplinary team of psychologists, neuropsychologists, psychiatrists, and other behavioral health professionals, developing strong clinical competencies while delivering high-quality, culturally responsive care.

Our program fosters a culture of curiosity, collaboration, humility, and lifelong learning. Fellows are encouraged to seek consultation, contribute their perspectives, and engage meaningfully with colleagues across disciplines, creating a supportive learning environment that promotes clinical excellence, professional growth, and compassionate client care.

Our Ideal Candidate

Banyan seeks postdoctoral fellows who are curious, collaborative, and committed to lifelong learning. We value psychologists who actively seek consultation, enjoy working alongside colleagues from diverse disciplines, and recognize that exceptional clinical care is strengthened through collaboration. Fellows will have opportunities to work closely with psychologists, neuropsychologists, psychiatrists, and other behavioral health professionals in support of comprehensive, client-centered care.

We are looking for clinicians who are culturally responsive, community-oriented, and passionate about serving diverse populations with humility, compassion, and respect. Our ideal candidates appreciate the importance of understanding clients within their cultural, linguistic, socioeconomic, and personal contexts and are committed to providing equitable, evidence-based care.

Strong candidates are growth-oriented, proactive, and adaptable. They bring curiosity, initiative, and creativity to their clinical work while embracing opportunities to contribute to program development, community outreach, and improvements that strengthen access to high-quality behavioral healthcare. We value fellows who can thoughtfully navigate the realities of insurance-based practice while maintaining a spirit of advocacy, flexibility, and continuous improvement. Above all, we seek clinicians who prioritize meaningful relationships, with clients, colleagues, and the broader community, and who approach their work with kindness, humility, and a genuine commitment to supporting others.

Supervision Philosophy

Supervision at Banyan is individualized, developmental, collaborative, culturally responsive, and competency-based. Our fellowship is designed to support fellows as they transition from advanced trainees to confident, independent psychologists through personalized mentorship, thoughtful feedback, and progressively increasing clinical responsibility. Fellows are encouraged to engage in reflective practice, openly discuss clinical challenges, seek consultation, and actively integrate feedback while developing the knowledge, skills, and professional judgment necessary for independent practice.

Diversity, Equity and Inclusion

At Banyan Behavioral Health, diversity, equity, inclusion, and cultural humility are foundational to both our clinical care and our approach to training. We believe that meaningful mental healthcare begins with understanding each individual's cultural identity, lived experiences, language, family systems, and the broader social contexts that shape wellbeing. We are committed to fostering an inclusive learning environment where fellows, supervisors, and staff from diverse backgrounds are respected, supported, and encouraged to contribute their unique perspectives.

Our fellowship provides opportunities to work with culturally and linguistically diverse communities while receiving mentorship from an interdisciplinary team of clinicians representing a wide range of cultural identities, languages, and professional experiences. Fellows are encouraged to engage in ongoing self-reflection, seek consultation, and continually develop the cultural responsiveness necessary to provide equitable, evidence-based care. We welcome applicants of all backgrounds who share our commitment to compassionate, inclusive, and culturally responsive behavioral healthcare.

Non-Discrimination Policy

Banyan Behavioral Health is committed to fostering a diverse, equitable, and inclusive training environment where all individuals are treated with dignity and respect. The Postdoctoral Fellowship Program does not discriminate in recruitment, selection, training, supervision, employment, or the provision of clinical services on the basis of race, color, ethnicity, national origin, ancestry, citizenship, age, religion, creed, sex, gender, gender identity or expression, sexual orientation, marital status, pregnancy, disability, medical condition, genetic information, veteran or military status, or any other characteristic protected by applicable federal, state, or local law.

We are committed to cultivating a learning environment that values diversity of thought, lived experience, and professional perspective. We welcome applicants from all backgrounds who share our commitment to culturally responsive, evidence-based, and compassionate behavioral healthcare.

Banyan's Training Pillars

1. Advanced Clinical Practice in a Diverse Private Practice Setting

Fellows will develop advanced clinical competence in evidence-based psychotherapy, case conceptualization, treatment planning, clinical decision-making, documentation, ethical practice, and the delivery of services within an insurance-based private practice model. Through progressively increasing clinical responsibility, fellows build the knowledge, skills, and professional judgment necessary for independent practice.

During the clinical training year, fellows work with clients across a wide range of backgrounds, life circumstances, and clinical needs, including students, professionals, and individuals navigating cultural transitions, identity development, financial stressors and major life changes.

Clinical experiences may include work with:

- Emerging adults and students
- Professionals
- Individuals navigating identity development, cultural and acculturation transitions, and other life stressors
- Diverse clinical presentations, including anxiety, trauma, OCD, ADHD/ASD, mood disorders, and adjustment concerns

2. Culturally Responsive and Multilingual Behavioral Health

Banyan is committed to culturally and linguistically responsive behavioral health care. Fellows develop the ability to integrate cultural identity, family systems, language, and social context into evidence-based treatment and case conceptualization.

Fellows with multilingual skills are encouraged to apply and may have opportunities to provide psychotherapy in languages other than English based on clinical fit, language proficiency, client needs, and supervisory considerations. Fellows may also have opportunities to collaborate and seek consultation from Banyan clinicians with relevant linguistic, cultural, or clinical expertise.

Languages already represented within Banyan include:

- Mandarin
- Spanish
- Cantonese
- Korean
- Japanese

3. Supervision, Consultation and Professional Development

Training includes:

- Two hours of weekly individual supervision
- Weekly group supervision
- Biweekly Banyan-wide interdisciplinary clinical consultation group with psychologists, neuropsychologists, psychiatrists, and other providers
- Biweekly fellow and practicum student consultation group focused on collaborative case discussion, peer learning, and consultation skills
- A year-long didactic training series designed to complement clinical work and support development as independent psychologists. Didactic topics may include culturally responsive psychotherapy, evidence-based treatment approaches, diverse clinical populations, clinical specialization areas, professional development, and the transition to independent practice.

The fellowship provides structured supervision and professional development designed to support clinical excellence and preparation for independent licensure in California. Throughout the year, fellows learn within a collaborative interdisciplinary environment that emphasizes reflective practice, consultation, and lifelong learning.

4. Leadership Development and Contribution to the Banyan Community

Fellows will have opportunities to grow as clinical leaders through experiences such as:

- leading therapy groups
- mentoring practicum students
- contributing to clinical initiatives
- initiating community outreach
- helping shape the continued development of Banyan's clinical community and organizational growth.

Banyan is committed to supporting fellows' professional growth and may provide funding for approved professional development and program-related projects.

Through these experiences, fellows will develop the leadership, teaching, consultation, and systems-thinking skills necessary to contribute meaningfully to the future of the profession.

Compensation, Benefits and Workload

Banyan Behavioral Health is committed to providing competitive compensation and meaningful professional support throughout the fellowship year. Fellows are employed in a full-time, W2 employee, salaried position with opportunities to earn additional performance-based compensation as clinical caseload increases.

Compensation

- Annual compensation ranges from approximately \$73,000 to \$97,000+, depending on clinical caseload and productivity
- Fellows carrying a typical caseload of approximately 20 client sessions per week can generally expect annual compensation of approximately \$85,000
- Compensation includes a guaranteed hourly base salary with additional productivity-based compensation as clinical responsibilities increase

Benefits

Fellows receive a comprehensive package of professional and employment benefits, including:

- Health insurance including dental and vision
- Paid sick leave in accordance with California law
- Malpractice insurance provided by Banyan
- Hybrid and flexible schedule
 - Minimum 1 day in-person client care required, while other days can be remote if desired
 - Fellows can design their own clinical work hours
- Funding for approved professional development activities, continuing education, and program-related projects
- Administrative support for billing, insurance credentialing, and practice operations
- Fully furnished office space, electronic health record access, and clinical resources necessary to support client care

Career Pathway

The fellowship is designed to support psychologists as they transition to independent practice. Fellows who successfully complete the program, obtain California licensure, and complete applicable insurance credentialing may be considered for ongoing employment opportunities with Banyan Behavioral Health based on organizational needs, mutual interest and fit.

Clinical Workload Expectations

- 20 clinical hours per week
- Minimum 1 day a week of in-person client care

Fellowship at a Glance

Key Information about the Banyan Postdoctoral Fellowship

START DATE	August 16, 2027
EXPECTED DURATION	12 months (Full-Time)
DIDACTICS	Didactics will focus on clinical skills, professional development and cultural responsiveness.
SUPERVISION & CONSULTATION	• 2 HOURS - Weekly Individual Supervision • 1 HOUR - Weekly Group Supervision • 1 HOUR - All-clinic Consultation every other week • 1 HOUR - Postdoctoral Fellow and practicum student consultation group every other week
LEADERSHIP	• Opportunities to mentor practicum students, lead therapy groups, engage in project development and community outreach initiatives. Funding provided for approved projects.
CLIENT POPULATION	Adults, school-aged children and families
LANGUAGES	Services currently provided in English and the following languages: • Mandarin • Spanish • Cantonese • Korean • Japanese
LICENSURE HOURS	Program meets requirements for licensure as a psychologist in California
TRAINING SETTING	Insurance-based private practice with an interdisciplinary behavioral health team
SUPPORT & BENEFITS	• Competitive salary with productivity-based opportunities • Health insurance, including dental and vision • Paid sick leave in accordance with California law • Malpractice Insurance • Funding for approved professional development activities, continuing education and program-related projects • Administrative support for insurance credentialing and practice operations • Fully furnished office space, electronic health record access and clinical resources necessary to support client care • Hybrid schedule (minimum 1 day in-person client care required) • Flexible schedule (fellows can design their own clinical hours) • Career pathway opportunities following successful completion of the fellowship
CLINICAL WORKLOAD	• 20 clinical hours a week • Minimum 1 day in-person client care required

Qualifications

Required:

- Doctoral degree (Ph.D. or Psy.D.) in Clinical Psychology, Counseling Psychology or a closely related field from an APA-accredited program (or equivalent)
- Completion of an APA-accredited doctoral internship (or anticipated completion prior to the fellowship start date)
- Eligibility for registration as a psychological associate with the California Board of Psychology prior to beginning the fellowship
- Commitment to culturally responsive, evidence-based clinical practice
- Interest in serving diverse communities and clients across a range of cultural, socioeconomic, and personal backgrounds
- Ability to work collaboratively within a multidisciplinary team
- Strong interpersonal skills, humility, curiosity, and openness to feedback
- Ability to adapt, problem-solve, and contribute ideas within a growing clinical practice
- Private practice experience is **not** required

Preferred but not required:

- Bilingual or multilingual proficiency

How to Apply

Please submit the following materials to the Postdoctoral Fellowship Training Director at lizette@banyanbehavioral.health no later than **January 10, 2027, at 11:59 p.m. PST.**

- Completed Postdoctoral Fellowship Application Form
- Curriculum Vitae (CV)
- Cover Letter (2–3 pages) addressing:
 - Your interest in the Banyan Behavioral Health Postdoctoral Fellowship and how the program aligns with your professional goals.
 - Your clinical training, populations of interest, and areas of professional growth you hope to pursue during fellowship.
 - Experiences demonstrating your ability to collaborate, seek consultation, and work effectively within interdisciplinary teams.
 - An example of your initiative, adaptability, or leadership in a clinical or professional setting.
- Three letters of recommendation, preferably from clinical supervisors familiar with your clinical work.*
 - One letter may be from your current Internship Training Director, which also indicates that you are in good standing and expected to successfully complete your predoctoral internship, including your anticipated completion date.
- A verification letter from your current Internship Training Director (if not already included as a recommendation letter) confirming that you are in good standing and expected to successfully complete your predoctoral internship, including your anticipated completion date.*
- A verification letter from your dissertation chair confirming your anticipated dissertation defense or completion date.*

* Please have letter writers directly submit their materials to Dr. Lizette Aguirre at lizette@banyanbehavioral.health

Interview and Selection Process

Applications will be reviewed on a rolling basis, and qualified applicants will be invited to interview as application materials are received. Interviews will continue throughout the recruitment cycle until all fellowship positions are filled.

Banyan Behavioral Health participates in the APPIC Postdoctoral Selection Standards and Common Hold Date (CHD) process. Fellowship offers may be extended on a rolling basis following interviews in accordance with the APPIC Postdoctoral Selection Standards, including the Common Hold Date (Monday, February 22, 2027). Applicants are encouraged to review the APPIC Postdoctoral Selection Standards and CHD guidelines prior to applying to become familiar with the postdoctoral selection process.

Questions? Contact Dr. Lizette Aguirre at lizette@banyanbehavioral.health