



A FAMILY OF PROGRAMS

POSTDOCTORAL FELLOWSHIP PROGRAM

BROCHURE

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HealthRIGHT 360 Postdoctoral Fellowship Program

AIM

To prepare postdoctoral fellows for independent practice as licensed psychologists through advanced clinical training in community-based settings, focused on complex clinical presentations and co-occurring mental health and substance use disorders among marginalized populations.

Clinical and Training Experiences

The postdoctoral fellowship provides advanced training in a range of psychological assessment and intervention activities conducted directly with individuals receiving psychological services. Fellows function with increasing autonomy while refining and integrating clinical skills across diverse and complex presentations. Fellows receive two hours of individual supervision each week from a licensed psychologist. Fellows also participate weekly in one hour of didactic training and one hour of group supervision conducted via Teams. The training curriculum emphasizes the integration of evidence-based practices, trauma-informed care, harm reduction, motivational interviewing, and culturally responsive clinical practice.

Psychological Assessment

Fellows conduct comprehensive psychological assessment batteries using a range of standardized instruments (e.g., WASI, WRAT, PAI, RBANS). Referrals originate primarily within the fellows' residential program site, with additional referrals as appropriate from other programs within the agency. Fellows are expected to complete a minimum of four reports over the training year, with an emphasis on advanced integration of test data, clinical interviews, collateral information, and cultural considerations. Reports include interpretation of assessment findings, diagnostic impressions, and clinically relevant treatment recommendations. Assessment findings are integrated into interdisciplinary treatment planning and shared with the treatment team as appropriate.

Fellows receive individual and group supervision focused on assessment case conceptualization, differential diagnosis, the application of assessment findings to treatment planning, and report development.

Interventions

Fellows provide individual psychotherapy and maintain a caseload of approximately 18–20 clients. Fellows also facilitate or co-facilitate 2–3 therapy groups each week within a residential treatment setting. Clinical work emphasizes increasing autonomy, advanced case

conceptualization, and the integration of evidence-based interventions with complex and co-occurring presentations.

Didactic trainings emphasize the advanced application and integration of evidence-based approaches relevant to the treatment of co-occurring disorders, with attention to clinical judgment, case conceptualization, and treatment planning. These approaches include Motivational Interviewing (MI), Cognitive Behavioral Therapy (CBT), Dialectical Behavior Therapy (DBT), and Acceptance and Commitment Therapy (ACT). Additional trainings address the application of trauma-informed care, harm reduction principles, substance use disorder treatment, and crisis intervention within a residential treatment setting. Fellows also receive training in culturally responsive clinical practice, LGBTQ+-affirming approaches, and treatment considerations for diverse populations.

Supervision

Fellows gain experience in the provision of clinical supervision under the guidance of licensed psychologists. Fellows provide individual supervision and consultation to interns and co-facilitate group supervision with interns or practicum-level students. Through these experiences, fellows further develop supervisory skills, including providing constructive feedback, facilitating case conceptualization, and engaging in reflective supervisory practice, while strengthening clinical insight and professional leadership skills. Fellows' supervisory skills are evaluated through ongoing supervision, feedback, and consultation with licensed psychologists.

Care Coordination

Fellows also participate in interdisciplinary care coordination meetings as part of the client's treatment team, which may include their substance use disorder (SUD) counselor, psychiatrist, case manager, and other relevant providers. These meetings focus on reviewing client progress, collaboratively updating treatment plans, and ensuring integrated care across disciplines. Fellows actively contribute clinical observations, integrate information from individual and group therapy, and collaborate with team members to support the client's overall recovery plan.

Case Conferences and Staff Meetings

Fellows attend weekly program staff meetings and case conferences (1–2 hours) where challenging and complex clinical cases are reviewed. Case conferences provide fellows with opportunities to actively engage in clinical discussion and problem-solving, integrate diverse clinical perspectives, and apply clinical judgment to case conceptualization and treatment planning. Fellows may also present cases and contribute psychological formulation and treatment recommendations as appropriate. Program staff meetings support interdisciplinary communication and collaboration, allowing team members to share updates on client care, remain informed about agency policies and administrative procedures, and coordinate efforts to ensure effective program operations.

Training Resources

The annual stipend for all fellows participating in HealthRIGHT360's Postdoctoral Fellowship Program (HR360) is \$77,000 subject to taxes and withholdings for employee contributions to benefits. Fellows are hired as employees, classified under HealthRIGHT 360 Human Resources as exempt, and are herein referred to as fellow. They will receive the option to enroll in health benefits. Additionally, all fellows will receive 120 hours of Paid Time Off, to be used for either vacation or sick time, as needed. In the event the fellow does not use the entirety of the 120 hours, that time will be paid out at the time of off boarding. All Paid Time Off hours will be frontloaded, and available for use immediately. Fellows will accrue no other time off.

Fellows have access to numerous resources. All fellows are provided with workspace, a desk, computer/laptop, office phone, voicemail, printers, ID badges, and basic office supplies.

Resources may include intervention manuals, assessment materials, other training materials, and access to the DSM 5 and ICD-10. Additional materials that may be needed may be purchased using fellowship funding with the Training Director's approval. Attendance at professional conferences is encouraged and funded by HR360 when opportunities are available. Each fellow additionally has access to administrative and IT support.

Across residential program sites, facilities include single-occupancy restrooms, shared restrooms with showers, kitchens, dining areas, conference rooms, group and counseling rooms, recreation rooms, staff offices, and outdoor courtyard spaces. Fellows work in either shared or assigned office spaces depending on the program site.

The fellowship program includes 3 licensed psychologist who provide supervision and training. Following are the supervisor bios.

Erika Torres, Ph.D.

Dr. Erika Torres is a bilingual Spanish-speaking psychologist of Mexican American descent. She has been supervising and training clinicians in both languages since 2012. She was an adjunct faculty for over 4 years at Notre Dame de Namur University where she taught undergraduate and master level courses. She currently trains and supervises master and doctoral level trainees at HealthRight 360. In addition, Dr. Torres has a psychotherapy, coaching, and consulting practice where she offers program/product development consulting. She practices Acceptance and Commitment Therapy (ACT) across her coaching, therapy, and supervision practice. She was trained and worked in hospital and community settings including managing an IOP Program at Kaiser Permanente and leading the behavioral health clinical training program at LifeMoves, the largest shelter network in the Bay Area.

Dr. Torres earned a Master's and Ph.D. in Clinical Psychology with an emphasis in Program Evaluation Research from Alliant International University and a BA in Psychology with a focus in Criminal Justice from San Francisco State University. In her spare time, she enjoys dancing

Cuban salsa, practicing mixed martial arts, spending time outdoors, connecting meaningfully with others and reading fiction.

Joanne Chao, Psy.D.

Dr. Joanne Chao has been with HealthRIGHT 360/Asian American Recovery Services (AARS) for over 23 years, serving in a variety of roles. Since July 2022, she has been the Director of Mental Health Internships. Previously, Dr. Chao served as the Director of Mental Health Programs, where she managed the specialty mental health outpatient program and spearheaded the launch and clinical operations of the Street Crisis Response Team, which included up to 12 clinicians and 4 clinical supervisors. Before that, she was the Director of AARS San Francisco Programs, overseeing a range of services including prevention/outreach, residential, and outpatient substance use and mental health services for adults, women, TAY, and youth.

Prior to the merger with HealthRIGHT 360, Dr. Chao worked for AARS as a clinical supervisor for over 10 years. Across her various leadership roles at HR360/AARS, she has provided clinical supervision to both interns and staff. In addition to her work at HR360/AARS, Dr. Chao has maintained a small private practice for the past 23 years.

Dr. Chao earned her Psy.D. in Clinical Psychology from the California School of Professional Psychology and a B.A. in Economics and Psychology from Brandeis University. Before transitioning into psychology, she had a successful career in the Information Technology industry. Originally from the East Coast, she now lives with her daughter and a menagerie of pets, including two dogs and her daughter's various reptiles. In her free time, she enjoys meditation, hiking, and traveling.

James R. Healy, Ph.D.

Dr. James R. Healy is a clinical psychologist who has been working in non-profit behavioral health settings for over 30 years, and has supervised programs, therapists, and interns since 2006. His experience includes working in inpatient psychiatric and residential centers, substance use treatment programs, and community behavioral health clinics, as well as experience in providing DBT, MI, substance use, and violence prevention training to both small and large groups. Dr. Healy has expertise working with and supervising treatment for those diagnosed with serious mental health issues, substance use disorders, and symptoms of chronic childhood trauma in adults. He also is experienced treating adolescents and their families, providing batterer's intervention, and working within those identifying as LGBTQIA+.

Dr. Healy earned a BA in Psychology from Loyola University Chicago and his PhD. from Alliant International University in Los Angeles with an emphasis on working with families. He loves trail running, cooking, and reading way past his bedtime.

Training Sites for Fellowship

Postdoctoral fellows complete their primary clinical training at one of HealthRIGHT 360's residential programs for the full training year. Residential placements provide advanced clinical training opportunities with clients presenting with the highest levels of clinical acuity, complexity, and co-occurring mental health and substance use disorders.

Within these residential settings, fellows provide individual and group therapy, intakes, treatment planning, psychological assessment, milieu therapy, care coordination, case management, and crisis intervention as needed. Fellows work closely with multidisciplinary treatment teams and gain experience delivering services within structured higher levels of care. Training experiences are designed to support fellows' continued development of advanced skills in working with marginalized populations and individuals with significant co-occurring disorders.

During orientation, fellows provide the program with their site preferences. Training assignments are determined based on program needs, fellow interests, and training capacity, with final placement decisions made by the Training Director. Fellows may also have the opportunity to work remotely one day per week and can submit a request to complete their administrative time at home or off-site. Requests are approved by the Training Director on a case-by-case basis.

Residential Programs

Dual Diagnosed Residential & Detox (815 Buena Vista Ave) is a 108-bed, co-ed, dual diagnosis residential facility. MAT is provided to this facility through the ICC. Services at this location include ASAM levels 3.1, 3.3, and 3.5, detox/withdrawal management (ASAM level 3.2), mental health services, MAT, harm reduction, care coordination, and peer support services. In 2023, Joe Healy Detox joined HR360 and moved into 815. Joe Healy specializes in providing detox/withdrawal management services to males who identify as gay, bisexual, or transgender.

*For more information about ASAM, please refer to the following links.

<https://www.asam.org/asam-criteria/about-the-asam-criteria>

<https://americanaddictioncenters.org/rehab-guide/asam-criteria-levels-of-care>

Men's Residential (890 Hayes Street) is a 115-bed male residential facility. Services at this location include ASAM levels 3.1, 3.3, and 3.5, mental health services, MAT, harm reduction, care coordination, and peer support services. This facility serves adult males, experiencing or at-risk of homelessness, intravenous drug users, and those involved in the criminal justice system. In 2023, Acceptance Place joined HR360 and moved into 890. Acceptance Place specializes in providing residential SUD services to males who identify as gay, bisexual, or transgender.

Women's HOPE (2261 Bryant Street) is a 16-bed residential program (not including children's beds) for women with children, and perinatal women.

Women's HOPE offers trauma-informed and gender responsive SUD treatment that includes parenting and family services in an effort to break the intergenerational cycle of substance use and mental health issues. The program is designed to address all co-factors that support addictive behaviors while also providing services for children, addressing issues such as substance use, trauma, mental health, homelessness, sober living skills, parenting education, and aftercare. The target population of this program is low-income, underserved African American and Latina women and their children. Pregnant women are the highest priority population.

Application Requirements

Applicants must have completed all requirements for their doctoral degree before beginning their postdoctoral training, and that they must have received the doctoral degree from an APA/CPA-accredited program or from a regionally accredited institution of higher education, including an APA/CPA-accredited internship or an internship meeting APPIC standards.

Applicants should submit an application along with a cover letter and curriculum vitae using the following link:

<https://jobs.dayforcehcm.com/en-US/hr360/CANDIDATEPORTAL/jobs/16897>

Please also submit three letters of recommendation, two of which must be from persons who have directly supervised your clinical work, to the Training Director (Dr. Joanne Chao) at jchao@healthright360.org.

Application Screening and Interview Processes

HR360 will base its selection process on the entire application noted above; however, applicants who have met the following qualifications prior to beginning fellowship will be considered preferred:

1. Some experience or special interest in working with diverse populations;
2. Some experience or special interest in working with co-occurring disorders (mental health and substance use disorders)

All applications are reviewed by HR360's Training Committee using a standard Application Rating Scale and evaluated for potential goodness of fit with the fellowship program. The Training Committee meets to determine which applicants to invite for interviews based upon the results of this review process.

Evaluation Process

The Fellowship Program requires that fellows demonstrate minimum levels of achievement across all competencies and training elements. Fellows receive ongoing feedback from their supervisors and are formally evaluated by their primary supervisor twice annually, at the midpoint and end of the internship year. Evaluations are conducted using a standard rating form, which includes comment spaces where supervisors include specific written feedback regarding the fellows' performance and progress. The evaluation form includes information about the fellows' performance regarding all of HR360's expected training competencies and the related training elements. Each evaluation is based in part on direct observation by the individual supervisor. Supervisors review these evaluations with the fellows and provide an opportunity for discussion at each time point.

Fellows are evaluated at the midpoint and 12-month points of the internship. The minimum level of achievement at the mid-year evaluation is a 3 on all learning elements and at the end of the year evaluation, the minimum level of achievement is a 4 on all learning elements. The rating scale for each evaluation is a 5-point scale, with the following rating values: 1 = Significant Development Needed, 2 = Developing Skill, 3 = Intermediate Skill Level, 4 = Advanced Skill Level, 5 = Seasoned Professional Skill Level. If a fellow receives a score less than 3 on any training element at the mid-year evaluation, or if supervisors have reason to be concerned about the fellow's performance or progress, the program's Due Process procedures will be initiated. The Due Process guidelines can be found in the HR360 Postdoctoral Fellowship Handbook.

Fellows must receive a rating of 4, which indicates readiness for autonomous practice, on all training elements to successfully complete the program. Additionally, all HR360 fellows are expected to complete 2000 hours of training during their fellowship. Meeting the hours requirement and obtaining sufficient ratings on all evaluations demonstrates that the fellow has progressed satisfactorily through and completed the fellowship program.

In addition to the evaluations described above, fellows complete an evaluation of their supervisor and a program evaluation at the mid-point and end of the training year. Feedback from these evaluations is reviewed by the HR360 Training Committee and used to inform changes or improvements made to the training program. All evaluation forms are available in the HR360 Fellowship Handbook and via the HR360 intranet.

Licensure Requirements

The satisfactory completion of the fellowship program meets the postdoctoral supervised practice requirements for licensure in the state of California.