



Behavioral Health Fellowship Program

August 2, 2021 -July 30, 2022

The Behavioral Health Fellowship is a one-year, full-time (40 hours/week) interdisciplinary program open to postdoctoral psychologists and postgraduate (MSW) social workers. The program provides in-depth training in time-effective therapy within the context of an integrative outpatient medical practice. Fellows practice and receive supervision at Atrius Health, a non-profit, multi-specialty medical group practice that provides health care to almost 730,000 adult and pediatric patients at more than 30 offices in eastern Massachusetts. All Fellows provide Behavioral Health care to a caseload of general psychotherapy patients, and will also elect to work within the Adult or Pediatric Primary Care Integrated Clinic and then choose a subspecialty focus in Addictions, Pediatrics, Trauma, or Women's Mental Health. For the 2021-2022 Fellowship year participants will be providing services via telehealth. In-person sessions will resume when health and safety conditions allow.

The Fellowship includes three training components: general and subspecialty-area psychotherapy skill development; subspecialty research and program development; and teaching / consultation-liaison experience.

Program Goals and Aim

The principal goal of the Behavioral Health Fellowship is to provide trainees with in-depth didactic and clinical experiences to prepare Fellows for practice within the context of an integrative primary and multi-specialty medical group. Our aim is to train Fellows who meet the following program objectives and competencies and, thus, are ready for clinical practice as Health Service Psychologists and Independently Licensed Social Workers. Clinical services rendered by Fellows during the Fellowship might include but are not limited to: individual therapy, group therapy, emergent evaluations referred from other departments, and triage phone calls to patients.

Program Objectives and Competencies

Throughout the Fellowship year, training experiences will focus on developing the following advanced competencies and objectives related to practice in health service psychology.

Personalized training goals will be developed for each Fellow to support these goals as well as individual professional objectives.

Fellows are evaluated on attainment of skills within each of the following competency areas:

- Clinical Knowledge and Application
- Theoretical Knowledge and Application
- Learning and Teaching/Supervision
- Documentation
- Professionalism
- Ethical Knowledge and Application
- Social Justice Knowledge and Application

Curriculum

Training in evidenced-based therapeutic modalities including:

- Cognitive Behavioral Therapy Training
- Solution Focused Brief Therapy
- Single Session Treatment
- TF-CBT
- Cognitive Processing Therapy
- Acceptance and Commitment Therapy
- Dialectical Behavioral Therapy
- Motivational Interviewing

Didactics focused on evaluation, conceptualization, and treatment in the following subspecialty areas:

- Primary Care/Behavioral Health Integration
- Pediatric Behavioral Health
- Addiction
- Health Psychology
- Ethics in Behavioral Healthcare
- Multicultural Consideration in Behavioral Healthcare
- Women's Mental Health

Program Training Resources

The Behavioral Health Fellowship Program has a wide array of training resources to help Fellows have the best training experience possible. These include the program leadership and supervisors; the Academic Institute at Atrius Health; and site-level clinical and administrative leadership and support staff.

Training and Supervisory Staff

The Behavioral Health Fellowship Program is proud to have a team of highly skilled and professionally trained clinical supervisors and mentors drawn from the multidisciplinary staff of Atrius Health as well as nationally-recognized trainers and experts in the Behavioral Health field.

Training Sites and Facilities

Fellowship didactic training experiences will take place at the Atrius Health central offices in Newton, MA and/or via virtual platforms. Fellows will deliver clinical services and receive supervision at one or more of 6 Atrius Behavioral Health Departments in eastern Massachusetts. Fellows are placed at sites based on training goals, level of experience, and subspecialty. Fellows utilize Atrius resources including electronic medical record system, support from administrative support staff, and the presence of a licensed clinician on-site/on-schedule at all times while Fellows are seeing patients. A Fellow will have two individual supervisors, including one at their home site, and will participate in weekly group supervision and case consultation meetings. The Fellowship Director is involved in the oversight of each of the individual sites and supervisors.

Supervision Requirements

Fellows are provided supervision in accordance with APPIC and APA guidelines, and the structure of supervision is designed to meet the licensing requirements for the state of Massachusetts. Each Fellow will be provided with at least 2.5 hours of regularly scheduled, face-to-face, individual supervision per week. This supervision will be provided by a licensed clinician who is designated as a Fellowship program supervisor, is significantly involved in the training program, and has expertise in the focus areas of the training program. Supervisors maintain ongoing supervisory relationships with their Fellows and carry professional practice responsibility for each of the cases being supervised and will review and countersign documentation. Each Fellow's primary supervisor will maintain overall responsibility for all supervision and oversee and integrate any supervision provided by other professionals.

Health and safety protocols will be required due to the ongoing COVID-19 pandemic and modifications made as necessary to in-person supervision, meetings, trainings and patient care.

Evaluation

All Fellows will complete self-evaluations throughout the Fellowship training year. In addition, each of the Fellow's supervisors will complete evaluations with written feedback for the Fellow to be reviewed with the Fellow in supervision at the middle and end of the year (or more often as the need arises). Evaluations assess a Fellow's progress toward satisfactory attainment of the Fellowship's competencies including completion of the Fellowship's minimum levels of achievement and other program requirements (see above).

Compensation

Fellows are salaried employees who receive medical and dental benefits through Atrius Health, along with paid time off (discretionary days to be used as sick time or vacation).

Fellow salaries for the 2021-2022 training year are \$45,000 / year for psychologists and \$40,000 / year for social workers, and are subject to change.

Informational Meeting

Tuesday, December 15, 2020

4p – 5:30p

<https://atriushealth.zoom.us/j/96268505511?pwd=YUplMUdJRkI0QWJMNlY0T2t4Z0dZdz09>

For questions, contact: Rebecca Weksner, PsyD NCSP, Director, at Rebecca_Weksner@AtriusHealth.org

Comments from current and former fellows:

"This fellowship has provided me with so many different types of opportunities for learning. There are weekly seminars led by in-house experts, along with trainings through external organizations such as the Beck Institute. We receive individualized support from two supervisors and learn from colleagues during group supervision and staff meetings. Having a diverse caseload has also enabled me to apply theories to practice while learning from my varied experiences with patients."

“The fellowship has been an amazing opportunity to grow as a new clinician. It has provided tremendous amounts of opportunities for training, support, and practice at a level that have exceeded my expectations. “

“Participating in the BH Fellowship at Harvard Vanguard has been the best next step for my career as a social worker. It's the rare integration of learning cutting edge therapies and putting them immediately into practice with patients, all under the supervision and guidance of seasoned clinicians. I feel confident this Fellowship will have a lasting impact on my therapy practice and translate into improved outcomes for my patients.”

“If you are looking for a dynamic learning environment in which you will be challenged daily, this fellowship is for you. New graduates will definitely benefit, as I have, from integrating theory and evidence-based practice into real-world opportunities to support people wherever they may be in their journey of healing.”

Commitment to Diversity

Cultural and individual differences and diversity in the training of mental health professionals is important. The Behavioral Health Fellowship is committed to creating a diverse and multiculturally competent cohort of Fellows and implements strategies to ensure that Fellowship cohorts are diverse and trained in multicultural competency. The Fellowship provides an open, supportive, and encouraging environment for all Fellows. Fellows are provided with comprehensive and up-to-date didactic training experiences related to multicultural competencies throughout the Fellowship year. These competencies are incorporated into practical experience, research, case conceptualization and presentation, and supervision. Fellows develop individualized training plans with their supervisors and, if desired, Fellows will be connected with diverse mentorship opportunities.

Vision, Mission and Values of Atrius Health

Vision: Transforming care to improve lives.

Mission: We provide the right care with kindness and compassion every day for every person we serve.

Values:

- *Patient-centered care:* The patient is first in everything we do.
- *Quality:* We are passionate about consistently delivering the highest level of safe, timely and appropriate care.
- *Compassion:* We treat our patients, their families and each other with understanding, respect and empathy.
- *Service:* We provide exceptional service to patients, their families and each other. Innovation: We shape the future by innovating better ways to improve health.
- *Education:* We are committed to teaching, research, continuous learning, and sharing what we learn.
- *Diversity:* We value the unique needs and preferences of all individuals. Stewardship: We hold ourselves accountable for managing resources responsibly.
- *Integrity:* We demonstrate the highest standards of professionalism and personal responsibility.

- *Workplace:* We create an outstanding work environment in order to recruit, develop, and retain talented clinicians and staff to enable Atrius Health to achieve our vision.

Recruitment and Selection

The Behavioral Health Fellowship follows postdoctoral application, interview, and notification guidelines in accordance with APPIC policies (please see <https://appic.org/Postdocs/Postdoctoral-Selection/Postdoctoral-Selection-Guidelines> for more information). All applications of qualified candidates will be reviewed by the Fellowship Committee. Finalists will be offered interviews in early February 2021; final selection decisions will be made by late February 2021. The Fellowship lasts 12 months and begins August 2, 2021.

We will receive applications online between **December 1, 2020 – January 2, 2021** and invite you to apply through our web site: <https://atriushealth.taleo.net/careersection/ex/joblist.ftl#> Search for Behavioral Health Fellow job posting.

When you apply online:

- Your resume will be immediately directed to our Human Resources department and then to the Fellowship Committee for consideration
- You will receive instant notification on-line confirming that your information/resume has been received
- If you do not have a resume to copy and paste, you have the option to complete a resume/work history online.

***** Applications must be received by January 2, 2021 *****

After you apply, you will be contacted if your qualifications and experience are seen as a possible match for a Fellowship position. At that point, you will be asked to provide us with

1. A statement of purpose including:
 - a. Preferred area for Integration (Adult or Pediatric)
 - b. Subspecialty area of interest (Addictions; Pediatric; Trauma; Women's Health)
 - b. Your prior clinical and/or research experience (if any) in the selected subspecialty area
 - c. Your future professional goals and an explanation of how participation in this Fellowship would enhance those goals
2. Your CV
 3. Three letters of recommendation, preferably from current clinical supervisors.

Regretfully, due to the high volume of applicants interested in employment opportunities, we are not always able to provide ongoing information on the status of a resume once it has been submitted.

Eligibility Requirements

Social Work applicants must have completed their Master's Degree and possess an LCSW license prior to 7/1/2021.

Psychology applicants must have completed all professional doctoral degree requirements from an accredited (accredited by an accrediting body recognized by the U.S. Secretary of Education or by the Canadian Psychological Association) institution of higher education and a minimum of a one-year pre-doctoral internship meeting APPIC or APA standards.

Unfortunately, we are unable to accept applicants working towards a Licensed Mental Health Counselor (LMHC) or Licensed Professional Counselor (LPC) certification.