



Psychology Specialists of Maine (PSM) is a private outpatient group practice providing behavioral healthcare for adults. Our team of psychologists provides postdoctoral clinical supervision and therapy for adult individuals, couples, and groups. Our psychologists are skilled scientist-practitioners with experience as clinicians, supervisors, and scholars in broad areas of specialization. Our offices are located in a historic mill building in Brunswick overlooking the Androscoggin River and in the bustling downtown of Portland.

Mission

Our mission is to learn, grow, and inspire others to believe in themselves and to live to their fullest potential.

Vision

We serve to foster the infinite potential and greatness in each and every team member, trainee, and client. We aim to promote mental health and well-being by emphasizing individual strengths, empowerment, and the centrality of relationships.

Values

Everyone has **strengths** of great value.

We do hard things because challenges lead to **growth and change**.

We all need to be seen, valued, and experience **belonging** in order to thrive.

Connected, secure **relationships** are central to our well-being.

POSTDOCTORAL RESIDENCY TRAINING PROGRAM

The Postdoctoral Residency Program at Psychology Specialists of Maine (PSM) is designed to support trainees in their final year of supervised clinical experience. Our postdoctoral residents are trained to become confident and competent professionals, prepared to move into independent practice with a strong professional identity, leadership skills, and sense of purpose.

The postdoctoral residency at PSM is designed for candidates with a doctoral degree from an APA-accredited program and an APA-accredited doctoral internship in clinical or counseling psychology who are interested in working in a group practice that values collaboration, continuing education, and exceptional client care. This is a full-time, 40 hours per week position with flexibility and leave time that fulfills 1800 total hours (including 900 required direct hours). The clinical caseload is generally 20 to 24 direct service hours per week and includes intake/assessment, individual, couples, and group psychotherapy primarily in-office but also via telehealth. The resident will participate in two hours of weekly individual supervision and spend their remaining time engaged in professional development, didactic training, case consultation, community outreach, peer consultation, administrative projects, and documentation. The residency exceeds the minimum requirements for licensure in the state of Maine.

Program Curriculum

Clinical Training

- Individual psychotherapy
- Emotionally-focused therapy for couples
- Group psychotherapy
- Two hours of weekly supervision
- Biweekly staff consultation group

Didactic Training

- Clinical training seminars
- Advanced self-study
- Monthly staff training series
- Business of Therapy workshop
- Professional development meetings

Clinical Focus: The focus of our program is to provide broad, generalist training in a range of treatment modalities and clinical populations. Residents will expand their clinical skills in new areas and develop confidence in current areas of competence. Residents can select additional training experiences in dialectical behavior therapy, emotionally focused therapy for couples, evidence-based treatment for trauma, LGBTQ+ treatment, private practice management, and other areas of staff expertise. Throughout the year, residents will attend a range of additional didactic seminars and workshops to expand their breadth of clinical knowledge.

Clinical Supervision: Residents will engage in two hours of weekly supervision. They have the option to switch to new supervisors at the midpoint of the training year.

Didactic Training: One to three hours per week are dedicated to a rotating didactic seminar series focused on professional development and a wide range of clinical topics. These didactic offerings include a rotating practice-wide lecture series, quarterly intensive training seminars on a clinical topic, and a "business of therapy" workshop series that provides training in private practice management. Residents will also attend a monthly practice-wide consultation group. In addition, residents can meet for mentorship meetings with core clinical staff and complete guided self-study to gain expertise in topic areas of interest.

Goals and Objectives of the Training Program

The goals and objectives of the postdoctoral residency program at Psychology Specialists of Maine are to:

1. Train competent generalists who are skilled in providing multiple modalities and approaches to treatment to best meet the needs of their clients.
2. Provide excellent supervision using evidence-based techniques that support professional growth and identity development.
3. Offer a range of clinical and didactic training experiences that encourage breadth in knowledge of clinical populations and therapeutic models and interventions.
4. Encourage the integration of science and practice through dissemination of evidence-based assessment and treatment approaches in supervision and didactic training.
5. Develop depth in knowledge of particular forms of therapy.
6. Encourage awareness of self as a therapist and member of various social groups, and build skill in relating to clients from diverse backgrounds, especially underrepresented populations and those with barriers to obtaining mental health services.
7. Develop fluency in ethical and legal guidelines relevant to the field of psychology including competence in seeking consultation with written sources, colleagues, or legal specialists when needed.
8. Build skill in written and verbal communication and consultation with other healthcare professionals.
9. Prepare residents for independent practice including not only clinical competence but business skills in marketing, billing, internal systems, and other areas critical for success in private or group practice.
10. Encourage leadership in local, regional, and national professional organizations
11. Promote scholarship and dissemination of expertise through presentations and workshops to professionals and community members.

Training Experiences

Residents can expect a regular work week with hours in the office Monday through Friday 9:00 to 5:00. The weekly caseload is approximately 20 to 24 direct clinical hours including individual, couples, and group sessions and will involve a mix of in-person and telehealth meetings. Residents will receive 2 hours of weekly individual clinical supervision and spend their remaining time engaged in professional development, didactic training, case consultation, community outreach, peer consultation, administrative projects, and documentation.

Throughout the year, residents will attend a range of additional didactic seminars and workshops to expand their breadth of clinical knowledge. An average of one to three hours per week are dedicated to a rotating didactic seminar series focused on professional development and other clinical topics. Residents will attend an additional monthly practice-wide consultation group.

Evaluations

Residents are evaluated using a written assessment of these competencies on a quarterly basis and constructive, supportive feedback is provided regularly in supervision. Residents are evaluated on their competency across the following domains needed to practice independently as a licensed psychologist:

1. **Assessment and Diagnosis:** Effectively evaluate and diagnose clinical problems, issues, and strengths of individuals and groups. Apply scientific knowledge into the selection and application of assessment process.

2. **Intervention:** Design and implement treatment plans to alleviate suffering and promote health and well-being in individuals, couples, and groups using in-person and telehealth modalities. Integrate scientific knowledge into selection of appropriate treatment tools.
3. **Ethics and Legal Standards:** Application of ethical concepts and awareness of legal issues regarding professional activities, including when to seek consultation.
4. **Individual and Cultural Diversity:** Awareness, sensitivity, and skills in clinical work with diverse individuals and communities.
5. **Professional and Communication Skills:** Comportment that reflects the values of integrity and responsibility.
6. **Professional Identity:** Preparedness for independent practice and determination of areas of expertise and specialization.
7. **Leadership:** Gain confidence to empower mental health professionals and promote growth, learning, and leadership among colleagues.

The training program has established Due Process and Grievance procedures that prioritize the rights of postdoctoral residents and the PSM residency program. Residents are supported in providing feedback to the program and responding to program feedback.

Position Details

Our 12-month postdoctoral residency position begins the Tuesday after Labor Day. Residents receive a stipend of \$50,000 along with 10 days of vacation/sick leave/snow days and 7 holidays. Medical benefits are provided.

Residents have a private clinical office in one of our well-appointed professional office suites in Brunswick or Portland, Maine. Residents also have access to a shared administrative workspace for non-clinical work. PSM is a paperless office and we provide our residents with account access to our electronic health record (EHR), HIPAA-compliant GSuite email and document storage and encryption, online HIPAA-compliant document management for clients, and HIPAA-compliant telehealth platform. Residents receive extensive administrative support including scheduling of new clients and management of all billing and insurance-related concerns. There is substantial in-office support including office supplies, laser printer, fax machine, e-fax, and phone. Residents also have access to the postdoctoral training intraoffice website that offers client resources including updated referral lists, a variety of empirically-supported treatment manuals, self-help library, professional development resources, training documents, and psychoeducational and clinical handouts.

Applicant Qualifications

Applicants must be recent graduates or current doctoral students in a counseling or clinical psychology doctoral program that is accredited by the APA and must have completed an APA-accredited doctoral internship program before the program start date. Applicants must complete all doctoral program requirements prior to starting the residency program. Successful candidates will demonstrate competency in working with adult clients in evidence-based therapeutic approaches and a desire to further develop skill as a generalist. Additional desirable characteristics include a strong interest in learning emotionally-focused therapy for couples, dialectical behavior therapy for individuals and groups, or other clinical areas that fit well with our core training staff.

Application and Interview Information

Interested applicants should submit their application by the early-January application deadline listed on the APPIC website. Applicants can submit their applications at this link: <https://psychologyspecialistsofmaine.bamboohr.com/careers/25>.

Applications must include the following: (1) CV, (2) official graduate transcript, (3) letter of interest/intent focused on your career goals, (4) letter from the graduate school program director attesting to the applicant's status as a doctoral candidate, expected dissertation defense date, and anticipated graduation date, and (5) the names, title, and contact information of 3 references who will be writing recommendation letters on your behalf. These 3 letters of recommendation must be emailed by their authors to the director of training, Dr. Kate White (drwhite@psychologyspecialistsme.com), by the submission deadline. All application materials must be received by the APPIC deadline and before an applicant will be considered for invitation to interview. All applicants will be contacted in early January and informed whether they have been selected for an interview. Interviews will be conducted in January. Interviews will be held virtually.

Any questions should be directed to: Kate White, Ph.D. at drwhite@psychologyspecialistsme.com or (207) 607-4022. Please refer to our website for more information about our group at www.psychologyspecialistsme.com.

Equal Opportunity

PSM shall provide training to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic or sexual violence; genetic information; physical or mental handicap or disability (if otherwise able to perform the essential functions of the job with reasonable accommodation); pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories.

Persons who believe they have not received equal employment opportunities should report their claims to the clinic owner. Training opportunities, compensation, or work assignments shall not be adversely affected by complaining or providing information about not receiving equal opportunities. Retaliation is also prohibited.