



POSTDOCTORAL FELLOWSHIP IN FORENSIC PSYCHOLOGY

with

**Gold Standard
Forensics, LLC**



Application Deadline:
January 15, 2025



Introduction

We are pleased to announce that we will be hiring up to three postdoctoral fellows for the 2025 to 2026 training year. Gold Standard Forensics, LLC, is a private practice that primarily provides court ordered and attorney-retained forensic evaluations within both criminal and civil contexts, for both federal and state courts. We are centrally located in Albuquerque, New Mexico and also provide services to the surrounding communities. We conduct forensic evaluations for a variety of referral questions and with clients across the life-span. You can learn more about us at www.goldstandardforensics.com!

What is Gold Standard Forensics?

Gold Standard Forensics, LLC (GSF) is a clinical and forensic psychology private practice. The primary services provided by GSF clinicians involve attorney-retained and court-ordered criminal, civil, and other clinical evaluations. These evaluations often involve integrating information from psychological assessment measures, clinical interview, and collateral sources. Referral questions or evaluations include, but are not limited to, competency to stand trial, mitigation, sentencing, civil damages, risk assessment, pre-employment, and mental state at the time of the offense. Interviews and testing are conducted both virtually and in person, depending on the needs of the particular client/evaluation. Test administration includes modern approaches to psychological testing (i.e., on iPads). Other services rendered by GSF clinicians include consultation with various members of the legal, medical, mental health, and military communities, as well as the court testimony and court martial consultation. GSF clinicians also provide workshops to judges, attorneys, and other legal personnel to help them better understand psycholegal issues, as well as workshops and talks to other psychologists during academic conferences and engagement in research projects.



Why Choose

Gold Standard Forensics?

- Completing a postdoctoral fellowship with a private practice offers a unique opportunity to observe and learn how to function as an independent psychologist in a private practice setting. In addition to completing evaluations, you will be involved in the business and administrative aspects of private practices
- The need for forensic evaluation services is increasing in New Mexico. There has been a recent focus on improvement and efficiency in providing these services, with GSF staff being key contributors. This allows for fellows to be a part of a new and expanding practice that is invested in improving the forensic mental health services and in training new psychologists in the state.
- The fellowship also offers flexibility in training experiences. Given the variety of referrals and diverse population, Gold Standard Forensics fellows have the opportunity obtain training to meet their professional and personal goals. The private practice setting also allows for flexibility in scheduling.
- Furthermore, there are opportunities to be engaged in activities outside of forensic evaluations. New Mexico is a unique state for psychologists to practice in, as they frequently engage in tasks related to public policy, which includes working with New Mexico's legislative bodies to advocate for and write laws.

Types of Evaluations Conducted:

Criminal:

- Competency to stand trial
- Mental state at the time of the offense
 - Not guilty by reason of insanity
 - Diminished capacity
- Violence and sexual risk assessment
- Sentencing: mitigating and aggravating factors
- Other criminal competencies (e.g., Miranda waiver)
- Evaluation of potential malingering
- Psychopathy and other personality disorders
- General cognitive functioning / neuropsychological screenings
- Trauma and victimization
- Juvenile forensic

Civil:

- Pre-employment
- Fitness-for-duty
- Disability assessments / independent medical
- Decisional capacity
- Psychological damages / personal injury
- Risk and threat assessment (i.e., workplace or school)

Primary Training Experiences:

- Exposure to a variety of court or attorney-referred criminal and civil evaluations.
- Diverse population and training experiences.
 - All ages, all demographics, and a variety of psychiatric presentations.
- Administration of various psychological test measures, including intelligence, cognitive, personality, neuropsychological, and symptom validity measures.
 - Test administration also includes exposure to modern approaches to psychological testing (i.e., iPads).
- Supervision from a variety of licensed psychologists.
 - The structure allows the fellow to vary the types of referrals they participate in and increase their breadth of training and supervision.
- Fellows will conduct evaluations both virtually and in person (in the office and at various correctional facilities across the state).
- Experience working with interpreters.



Fellowship Objectives:

- Increase proficiency and confidence in conducting forensic evaluations to address a variety of psycholegal referral questions.
- Develop increased skills in written and verbal communication of psycholegal information to interdisciplinary audiences.
- Hone skills in test selection, administration, and interpretation with focus on answering the psycholegal question.
- Increase awareness and refine one's multicultural lens in working through all stages of a forensic evaluation.
- Readiness for independent practice in forensic clinical work at the end of the fellowship training year.

Additional Training/Learning Experiences:

- Weekly didactic series: The one-hour seminar cover a broad range of topics on law and psychology and are conducted by well-known professionals in the field of law and mental health
- Weekly case consultation meetings: These one-hour meetings cover a discussion of the postdoctoral fellows' present cases and other cases that are relevant to the postdoctoral fellows' work.
- Mock trial that is run with legal professionals
- Involvement in policy/training meetings
- Testimony in court
- Ability to conduct research
- Ability to work with other state agencies
- Opportunity to audit a Mental Health Law course through UNM



Competencies:

We go by the American Board of Forensic Psychology (ABFP) competency requirements that are applicable to the fellows:

Foundational Competencies:

- Relationships
- Individual and cultural diversity
- Ethical legal standards policy
- Professionalism
- Reflective practice/self-assessment/self care
- Scientific knowledge and methods
- Interdisciplinary systems
- Evidence-based practices

Functional Competencies:

- Assessment
- Intervention
- Consultation
- Research and/evaluation
- Supervision
- Teaching
- Management/administration
- Advocacy

Program Sequence of Training:

We follow a sequential, developmental model in a private practice setting:

- The postdoctoral fellows will spend three months at a time with a supervisor
For example: September to December with Supervisor 1, December to March with Supervisor 2, March to June with Supervisor 1, and June to September with Supervisor 2.
- Throughout the year, the postdoctoral fellows will be engaged in the same activities (forensic and clinical evaluations), and the particularities of the activities (e.g., level of involvement in evaluation process and type of evaluation) will depend on the postdoctoral fellow's level of development.

Postdoctoral fellows complete forensic and clinical evaluations.

- For the interview portion of the evaluation: first, the fellow observes their supervisor administer the interview portion of the evaluation. Once the supervisor believes the fellow can conduct the interview, the supervisor observes a few interviews and then allows the fellow to conduct the interviews on their own when the supervisor feels they are ready.
- For the report writing portion, throughout their time, the fellow writes up the full evaluation, and the supervisor reviews the reports until they feel the report is ready to be submitted to the referral party.
- For the first 2 three-month rotations, the fellow follows their supervisor's style, format, and way to complete evaluations. For the second 2 three-month rotations, the fellow is allowed to complete evaluations in the manner that they feel is best for them (e.g., make up their own interviews and report templates).

Furthermore, the type of evaluation assigned to the postdoctoral fellow depends on their level of training. Postdoctoral fellows start with disability and/or competency evaluations and then move on to more complicated cases, like mitigation for sentencing, once the supervisor feels they are ready

Primary Training Experiences:

- Hours spent on activities related to evaluations depend on the postdoctoral fellow's caseload.
 - For example, a postdoctoral fellow may have more clinical interviews and cases assigned one month for less intensive evaluations (e.g., competency) and fewer cases assigned one month for more intensive evaluations (e.g., mitigation for sentencing)
- Our interviews and testing typically take about four hours each.
 - In a standard week, a postdoctoral fellow may have multiple clinical interviews or 1 interview and testing.
 - The rest of that week would be spent on report-writing activities, consultation, supervision, didactic training, and other clinical activities.
 - There are also weeks during which the postdoctoral fellow does not have any interviews and testing.
- This fellowship is very flexible and, for the most part, allows the postdoctoral fellow to make their own schedule (e.g., determining the best time for them in the work week to complete an interview)

Training and Supervision Hours:

At the beginning of the postdoctoral fellowship, the fellows complete a 30-hour training on the best practices for completing competency evaluations.

Throughout the year, fellows work at least 40 hours a week, which includes:

- Approximately 6 to 12 hours a week of individual supervision, which involves (depending on the level of readiness for the postdoctoral fellow):
 - There will be formal, individual face-to-face supervision for a minimum of 2 hours per week.
 - Observing the supervisor complete interviews, testifying, or engaging in other tasks (e.g., consulting with attorneys)
 - The supervisor observing the postdoctoral fellow conduct interviews and engaging in other tasks
 - Discussions about the clinical cases and considerations for the evaluation
 - Reviewing and providing feedback on the evaluations that the fellow wrote
- 1 hour a week of group supervision which involves:

These meetings cover a discussion of the postdoctoral fellows' present cases and other cases that are relevant to the postdoctoral fellows' work.
- 1 hour a week of didactic series:

The seminars cover a broad range of topics on law and psychology and are conducted by well-known professionals in the field of law and mental health.



Facility and Resources:

- We have office spaces in downtown Albuquerque, with 6 offices
- Each office is equipped with a monitor that the fellow can hook their computer up to and any materials the fellow might need.
- There are also areas for evaluatees and their families/caregivers to wait.
- There is a kitchenette with a fridge and sink that the fellows can use and store food.
- We have a variety of testing materials and measures, including the ability to complete testing via modern approaches to psychological testing (e.g., on iPads and computers).
- We also have Zoom accounts that allow postdoctoral fellows to complete interviews via telepsychology.
- We also have shared Google Drive folders that have a variety of resources, e.g., research conducted on many topics related to psychology and law, deidentified example reports, etc.

Methods of Evaluation:

At the end of each three-month rotation, the supervisor and postdoctoral fellow fill out evaluation forms to assess the postdoctoral fellow's performance as a clinician, the supervisor's performance as a supervisor, and the program in general

Due Process:

- Due Process Procedures are implemented in situations which:
 - A supervisor or staff member raises a concern about the functioning of a postdoctoral fellow, or
 - The fellow hasn't met a required rating on the evaluation form
- The fellowship's Due Process procedures occur in a stepwise fashion, involving greater levels of intervention as a problem increases in persistence, complexity, or level of disruption to the training program.

Grievances:

- Grievance Grievance Procedures are implemented in situations in which a psychology fellow raises a concern about a supervisor or other faculty member, trainee, or any aspect of the fellowship training program.
- Fellows who pursue grievances in good faith will not experience any adverse professional consequences.

The full Due Process and Grievance policy can be found in one of GSF's shared Google Drive folders.

Licensure in New Mexico

Upon completion of the fellowship, postdoctoral fellows have fulfilled the requirements for licensure in NM.

New Mexico requires 3,000 hours of supervised experience leading toward licensure:

- 1500 hours of practicum or doctoral internship approved by the APA, plus
- 1,500 hours of post-doctoral internship
- Fellows at GSF obtain more than 1,500 hours of postdoctoral training (typically at least 1,800 hours)



Albuquerque

New Mexico is called the Land of Enchantment, and Albuquerque is an easy drive to an array of gorgeous landscapes including: mountains, rivers, red rocks, volcanoes, caverns, and hot springs, and underwater caves. This makes Albuquerque and New Mexico a great location for a wide variety of outdoor activities, including hiking, mountain biking, and skiing/ snowboarding. Albuquerque is also known for year-round sunshine and phenomenal sunrises and sunsets. In addition, Albuquerque is rich in culture and history and embodies a strong emphasis on the arts, including a variety of museums, art galleries, and other unique experiences in the surrounding areas (e.g., Meow Wolf in Santa Fe). There is no shortage of fantastic local restaurants, breweries, and brunch spots to indulge in. New Mexico also offers several distinctive experiences such as the International Balloon Fiesta, the Turquoise Trail, and numerous outdoor adventures (e.g., White Sands National Park). Albuquerque has something for everyone!





Stipend:

The fellow will earn \$55,000 per year. Medical, vacation, and sick leave are included. Up to three post-doctoral fellows will be hired for the 2025-2026 training year which runs from the beginning of September 2025 to the end of August 2026. Start and end dates for fellowship are somewhat flexible, based on individual circumstances.

While we offer no medical insurance benefits, NM has affordable health care options. New Mexico has its own public health insurance system that offers relatively inexpensive but good insurance options. For example, one of our clinical psychologists currently pays about \$300 a month, for Blue Cross Blue Shield Gold HMO plan, which has a very low deductible (\$750) and covers all of the care they need (including mental health treatment and full coverage for most prescriptions).

Application Process:

Applicant Qualifications:

- Eligible to work in the United States;
- Obtained a doctorate degree in clinical, counseling, or school psychology from an APA/ CPA-approved doctoral program by the start of the postdoctoral fellowship; and
- Completed an APA/ CPA-approved pre-doctoral internship
- Applicants of diverse backgrounds are encouraged to apply.

Please send the following materials to info@goldforensics.com

- CV
- Cover letter detailing: your previous training experiences, why you believe the fellowship is a good fit for you, your goals for fellowship, and your career goals
- Deidentified evaluation, preferably one addressing a forensic referral question
- Three letters of recommendation, at least one from your internship

Please note:

- The application is due January 15, 2025
- We will be following the UAD rules
- Interviews will be held at the end January to beginning of February

Training Directors:



Julie M. Brovko has been actively working in the field of psychology since 2002, and co-founded Gold Standard Forensics in 2021. As a licensed and accredited Clinical Psychologist, Julie is highly sought after to perform both criminal and civil forensic evaluations nationally, and is a regular consultant for Court Martial, Civil, and Criminal cases. She is also a Co-Founder and Clinical Co-Director of the Second Judicial Competency Clinic in Bernalillo County. Julie leverages her considerable experience and knowledge to better the industry by supervising, teaching, and mentoring trainees and colleagues. She also serves as a consultant for governmental agencies and is actively involved in policy work in New Mexico. She serves as an Adjunct Law School faculty member and a Clinical Associate (LAT) at the University of New Mexico, where she teaches law students and supervises graduate students in Psychology. Additionally, she has presented at academic conferences and published both book chapters and peer reviewed articles on topics related to both psychology and the law. Her recent work has included the updated manual of the Competence Assessment for Standing Trial for Defendants with Intellectual Disability (CAST*ID; in press, 2023).



Simone Viljoen has been actively working in the field of psychology since 2014 and co-founded Gold Standard Forensics in 2021. As a licensed and accredited Clinical Psychologist, she is highly regarded and sought after to perform both criminal and civil forensic evaluations across the nation. She is also a Co-Founder and Clinical Co-Director of the Second Judicial Competency Clinic in Bernalillo County. In her career, Simone has developed and delivered numerous trainings and workshops in both law and mental health related topics to a variety of agencies. Presently, she continues to leverage her teaching skills at the University of New Mexico as an Adjunct Instructor. In her instructor capacity, Simone supervises the clinical work of trainees and teaches undergraduate courses, including Introduction to Forensic Psychology and Alcohol Use Disorders. Dr. Viljoen has also presented over 45 conference presentations on topics relating to mental health, psychology, and law. As an accomplished author, Dr. Viljoen has co-authored a book chapter and written for several publications. She is also the co-author of the updated manual of the Competence Assessment for Standing Trial for Defendants with Intellectual Disability (CAST*ID; in press, 2023).

Supervisor:



Sara Millspaugh has been actively working in psychology since 2010 and is a licensed clinical and forensic psychologist working for Gold Standard Forensics (GSF) in Albuquerque, NM. She received her Ph.D. in 2021 from Rosalind Franklin University. Presently, she conducts forensic and clinical evaluations for various referral questions and engages in other clinical activities related to forensic and legal psychology, including consultation and testimony services during court martials for the United States Air Force and Army. She is also the program coordinator for research projects conducted within GSF, and one of her focuses is to create a research focus within the practice. She is the co-author and editor of the updated manual of the Competence Assessment for Standing Trial for Defendants with Intellectual Disability (CAST*ID). She has presented at academic conferences, provided workshops to various types of agencies, and co-authored peer-reviewed journal articles and a book chapter on a variety of topics related to psychology and the law. Additionally, she serves as the Citizen Representative with Behavioral Health Expertise on the New Mexico Law Enforcement Standards and Training Council. She has previously held Q Clearance with the Department of Energy, which is a top-secret security level. She completed her predoctoral internship at the Federal Correctional Center in Butner, NC, where she conducted forensic evaluations, provided residential treatment to inmates with severe mental illness, and provided correctional psychology intervention and assessment services. Her postdoctoral fellowship was completed with GSF.