Appointment of Associate Professor / Professor of Psychiatry at Northern Health
Department of Psychiatry, Melbourne Medical School, Faculty of Medicine, Dentistry and Health Sciences

Photographer Phoebe Powell's 'Thank you' photo essay commissioned by the Metro Tunnel Creative Program. Photograph by Phoebe Powell.
Northern Health

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Centre
- Bundoora Centre
- Moreland Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- North Area Mental Health Service Community Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

The Mental Health Division is responsible for delivery of comprehensive clinical services to people residing in our communities. The Division provides clinical services via two adult area mental health services and an aged persons mental health program. NH also has collaborative agreements with other partner organisations for delivery of child and youth services in our catchment.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in ‘staying well’. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.
Our Vision:
A healthier community, making a difference for every person every day.

Our Values:
- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our community.
- Kind – We treat everyone with kindness, respect and empathy.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:
Northern Health has determined five strategic goals. Focussing on these goals will support us to achieve our vision and mission.
- A safe, positive patient experience
- A healthier community
- An innovative and sustainable future
- Enabled staff, empowered teams
- Engaged learners, inspired researchers

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health
Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health’s safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:
- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Quality, Safety, Risk and Continuous Improvement
- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health Clinical Governance & Patient Experience - Trusted Care.
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.

- Comply with principles of Patient Centred Care.
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service’s Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza and Covid-19.

Credentialing and Scope of Clinical Practice:
All applicants must participate in the Credentialing and Scope of Practice process at Northern Health by completing the Credentialing and Scope of Clinical Practice application via the electronic credentialing system, CGov prior to interview.

Click here to complete your credentialing application: CGov credentialing application link

Please note existing Northern Health Senior Medical Staff are not required to commence a new credentialing application
Our Faculty

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia’s pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.

The Faculty employs more than 2,500 members of staff, attracts more than 8,300 students each year and comprises six schools; 37 departments, centres and institutes; and 160 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

Consistent with the introduction of the Melbourne Model, the Faculty offers a suite of professional entry masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Surgery (DDS), and the Doctor of Physiotherapy (DPT). There are also a number of other successful graduate level programs such as the Master of Public Health, Master of Primary Health Care, Master of Social Work, Master of Clinical Audiology, Master of Speech Pathology, Master of Clinical Optometry, and many more in nursing, social work, health sciences and psychology.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

Co-authorship with more than 140 countries in the last five years. Top five countries are United States, England, Canada, Germany and the Netherlands.

Annual research income of more than AUD$ 385million in 2020: 50% of the University of Melbourne total.

More than 6,000 peer reviewed publications every year: >40% of publications include an international co-author.

Approximately 2,300 graduate research students conduct research supervised by over 1,500 staff and honoraries across the Faculty’s six schools and in affiliated health services and research institutes.

University departments are embedded in a range of health services including the Austin Hospital, Northern Hospital, Royal Melbourne Hospital, St Vincent’s Hospital, The Royal Women’s Hospital, Royal Children’s Hospital, Western Hospital, Mercy Hospital and rural partners such as Goulburn Valley Health.

The Faculty employs over 2,200 academic staff and more than 800 professional staff. A large portion of our workforce are located in hospital-based departments. The Faculty also has over 4,000 honorary staff including hospital-based staff and those from partner institutions.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

Consistent with the introduction of the Melbourne Model, the Faculty offers a suite of professional entry masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Surgery (DDS), and the Doctor of Physiotherapy (DPT). There are also a number of other successful graduate level programs such as the Master of Public Health, Master of Primary Health Care, Master of Social Work, Master of Clinical Audiology, Master of Speech Pathology, Master of Clinical Optometry, and many more in nursing, social work, health sciences and psychology.

The Faculty employs more than 2,500 members of staff, attracts more than 8,300 students each year and comprises six schools; 37 departments, centres and institutes; and 160 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.
These programs which are unparalleled in the Australian higher education system provide new approaches to educating healthcare professionals and are specifically designed to better align student attributes to the sector’s needs.

Please see study.unimelb.edu.au for further information.

The Faculty has strong collaborative links within the Melbourne Biomedical Precinct, as well as with many leading national and global research institutes, clinical centres and health-related industries. These collaborations provide students, researchers, educators and clinical academics with excellent resources and infrastructure. They have led to significant medical breakthroughs and fostered new world-class facilities such as the Victorian Comprehensive Cancer Centre, Melbourne Brain Centre, Doherty Institute, Bio21 Institute and Royal Children’s Hospital campus.

Melbourne Academic Centre for Health (MACH)

MACH is a joint venture between 19 full partners, including 10 Victorian healthcare providers, 8 independent medical research institutes and the University of Melbourne, with La Trobe University as an affiliate member. Across this partnership, which has nearly 40,000 staff, around $7 billion is invested each year in health care, research and education. The MACH partnership brings together health services and health scientists committed to translation of interdisciplinary research that will benefit patients and strengthen the economy. MACH addresses current health challenges by delivering precision care tailored to the needs of patients, developing world-leading research into tomorrow’s healthcare and nurturing future leaders of innovative care.

For more faculty information, please visit our website at mdhs.unimelb.edu.au.
Caring for people is at the heart of what we do. Our Faculty values guide our ways of working and we are committed to a diverse and inclusive culture that enables our staff and students to reach their full potential. This includes our commitment to progressing gender equity which is aligned with the University’s Athena SWAN Bronze Award from SAGE (Science in Australian Gender Equity), and championing the Pride in Action Network, the University’s inaugural LGBTQIA+ ally network.

We work to improve the health and wellbeing of the communities we serve. We invest in developing the careers and wellbeing of our students and staff, fostering a culture that supports us all to do our best work. We are guided by our values in our pursuit of excellence.

**Respect**
- We respect the diversity of histories, lived experiences and futures of our students, staff and communities we serve
- We see diversity, inclusion and personal growth as a strength
- We create a safe place to work that fosters belonging and aspiration

**Accountability**
- We are accountable for our actions, outcomes and conduct
- Our processes are efficient and transparent
- We hold ourselves accountable to those we serve
- We uphold our sense of place and our responsibility for the environment

**Compassion**
- We provide an environment that is caring and upholds the health and wellbeing of our students and staff
- We have the courage to act on our convictions
- We communicate and clarify our expectations of each other

**Collaboration & Teamwork**
- We collaborate with each other and our partners to lead the advancement of health and wellbeing
- We connect locally and globally to advance and enrich the communities we serve
- We share our knowledge and expertise to achieve our goals
- We drive innovation and are open to new perspectives, ideas and ways of working

**Integrity**
- We apply the highest standards of ethics and quality in all that we do
- Honesty and trust underpin our relationships
- We believe in freedom of intellectual enquiry and the value of diverse cultural knowledges
- We are humble learners and proud leaders

Artist statement: This artwork depicts the united values MDHS are guided by. The shields are a representation of how we are protected by these values but also loyal to them. Surrounding the shields are the communities that are connected to MDHS, such as the Hospitals and research centers. The line work pattern in the shields represent how each value is linked as each one doesn’t work without the other – Kat Clarke

Wurundjeri translation – Aunty Gail Smith, Wurundjeri Elder from Wurundjeri Council
Our Faculty is ranked among the top in the world for its impact, innovation, education, prosperity and growth. We equally recognise and celebrate our rich diversity across our staff and student populations. The University is recognized as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of the Athena SWAN in Australia. We were also recently awarded a bronze award on the Australian Workplace Equity Index (AWEI) with significant contributions to achieve this coming from our Pride in Action networks initiatives.

We offer the opportunity to be part of a growing list of networks and initiatives across the Faculty such as the Supporting Women in MDHS (SWiM) program, including mentoring, Women Clinicians in Academic Leadership, Pride in Action network, Indigenous Development network, Early Career Researcher network, Professional Leaders network and our Faculty Administration network.

We are creating new traditions and continually expanding our offer to our people to ensure we provide a welcoming and inclusive environment for you to thrive and exceed your own expectations. As a member of our University community, you will have access to:

- Increased flexible work possibilities including flexible hours and work from home options
- Paid parental leave and retention benefits
- Salary packaging of childcare
- Subsidised onsite sporting facilities
- A tailored transition plan to take on this new role
- Professional development opportunities including a University wide Academic Women in Leadership program
- Relocation support (where applicable)
- Strategic grants for outstanding Women
- Our campuses with 11 libraries, 12 museums and galleries and 37 cultural collections

We are integrating our values and behaviours into the way we work with a strong focus on leadership accountability. Our people’s safety and wellbeing are a top priority. We want you to feel safe in talking about mental health and trust that bullying, harassment, sexual misconduct and discrimination will not be tolerated.

Performance relative to opportunity is another important component of promoting an inclusive environment. This is also reflected in our recently announced momentum fellowships that are designed to support researchers who have managed extraordinary personal circumstances including disability. Benefits can also be tailored to best suit your needs and circumstances. Speak with us about how we can support you to become a valued member of our dynamic world-class organisation.
Melbourne Medical School

Established in 1862, Melbourne Medical School (MMS) is the oldest medical school in Australia. It is internationally renowned for global leadership in teaching and training, health research, policy and practice. MMS has strong academic partnerships and groundbreaking collaborative research programs with leading public and private hospitals, as well as leading medical research institutes and centres in Australia and internationally.

MMS spans all major fields of medicine and is comprised of thirteen clinical departments. MMS has more than 1,000 academic and professional staff members located at the Parkville campus or embedded within health services throughout metropolitan Melbourne and rural Victoria.

MMS is committed to improving community wellbeing through the discovery and application of new knowledge. With annual research income of $165 million, the School’s research effort is highly collaborative, spanning research programs from basic to translational. The School has research collaborations across the 47 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as nationally and internationally.

The School’s flagship Doctor of Medicine (MD) degree was the first Masters level entry-to-practice qualification of its kind developed in Australia, setting a new benchmark in medical education. Now, the new curriculum launched in 2022 has created more responsive, modular, technology-enhanced learning for state-of-the-art curriculum delivery. Continuous research and discovery options, and an ability to tailor the degree, allows each student to gain deeper experience in areas of greatest interest. The MD Rural Pathway offers students the opportunity to undertake their entire program in rural Victoria, with a $6.5 million expansion of facilities in Shepparton to accommodate this. There is also an expanded range of joint degree pathways on offer.

In support of its diverse and inclusive culture the School has introduced initiatives and programs including: the MMS Strategic Grants for Outstanding Women which is co-sponsored by health service partners and the MMS Indigenous Development Grants for the professional development of Aboriginal and Torres Strait Islander staff, prospective staff and graduate research students.

For more information, please visit medicine.unimelb.edu.au

<table>
<thead>
<tr>
<th>Department</th>
<th>Heads of Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baker Department of Cardiometabolic Health</td>
<td>Prof Karlheinz Peter</td>
</tr>
<tr>
<td>Department of Clinical Pathology</td>
<td>Prof Sean Grimmond</td>
</tr>
<tr>
<td>Department of Critical Care</td>
<td>Prof David Story</td>
</tr>
<tr>
<td>Department of General Practice</td>
<td>Prof Lena Sanci</td>
</tr>
<tr>
<td>Department of Infectious Diseases</td>
<td>Prof Sharon Lewin</td>
</tr>
<tr>
<td>Department of Medical Education</td>
<td>Prof Anna Ryan</td>
</tr>
<tr>
<td>Department of Medicine</td>
<td>Prof Jo Douglass</td>
</tr>
<tr>
<td>Department of Obstetrics and Gynaecology</td>
<td>Prof Susan Walker</td>
</tr>
<tr>
<td>Department of Paediatrics</td>
<td>Prof Sarath Ranganathan</td>
</tr>
<tr>
<td>Department of Psychiatry</td>
<td>Prof Chris Davey</td>
</tr>
<tr>
<td>Department of Radiology</td>
<td>Prof Patricia Desmond</td>
</tr>
<tr>
<td>Department of Rural Health</td>
<td>Prof Julian Wright</td>
</tr>
<tr>
<td>Department of Surgery</td>
<td>Prof Peter Choong</td>
</tr>
</tbody>
</table>
The Department of Psychiatry at the University of Melbourne was established in the 1960s. It is one of the largest Departments in the Melbourne Medical School. There are about 120 academic and professional staff, 140 honorary staff and 50 students pursuing research degrees from Honours, Masters, and PhD programs. A further 240 students are enrolled in graduate coursework programs, including the flagship Master of Psychiatry program. The Department plays a key role in the medical curriculum of the graduate Doctor of Medicine (MD) program, providing rotations in mental health for medical students and teaching in other sections of the course. The Department also offers opportunities for students undertaking research projects in the MD course.

The Department is located across a broad reach of Melbourne, including teaching and research units at Austin Health, Royal Melbourne Hospital, St Vincent’s Health, Northern Health and Western Health. The Department also has units at two private hospitals: Albert Road Clinic (Ramsay Health Care) and The Melbourne Clinic (Healthscope).

The Department’s research focuses on improving our understanding and treatment of mental health disorders across the lifespan. It covers a broad range of psychiatric research, including prediction and biomarker research, neuropsychiatry, psychopharmacology, neuroimaging, psychosocial research, economic evaluation, ethics, psychiatric epidemiology, and mental health service delivery.

Our Department of Psychiatry

psychiatry.unimelb.edu.au

The Department of Psychiatry at the University of Melbourne was established in the 1960s. It is one of the largest Departments in the Melbourne Medical School. There are about 120 academic and professional staff, 140 honorary staff and 50 students pursuing research degrees from Honours, Masters, and PhD programs. A further 240 students are enrolled in graduate coursework programs, including the flagship Master of Psychiatry program. The Department plays a key role in the medical curriculum of the graduate Doctor of Medicine (MD) program, providing rotations in mental health for medical students and teaching in other sections of the course. The Department also offers opportunities for students undertaking research projects in the MD course.

The Department is located across a broad reach of Melbourne, including teaching and research units at Austin Health, Royal Melbourne Hospital, St Vincent’s Health, Northern Health and Western Health. The Department also has units at two private hospitals: Albert Road Clinic (Ramsay Health Care) and The Melbourne Clinic (Healthscope).

The Department’s research focuses on improving our understanding and treatment of mental health disorders across the lifespan. It covers a broad range of psychiatric research, including prediction and biomarker research, neuropsychiatry, psychopharmacology, neuroimaging, psychosocial research, economic evaluation, ethics, psychiatric epidemiology, and mental health service delivery.

Our Department of Psychiatry

psychiatry.unimelb.edu.au

The Department of Psychiatry at the University of Melbourne was established in the 1960s. It is one of the largest Departments in the Melbourne Medical School. There are about 120 academic and professional staff, 140 honorary staff and 50 students pursuing research degrees from Honours, Masters, and PhD programs. A further 240 students are enrolled in graduate coursework programs, including the flagship Master of Psychiatry program. The Department plays a key role in the medical curriculum of the graduate Doctor of Medicine (MD) program, providing rotations in mental health for medical students and teaching in other sections of the course. The Department also offers opportunities for students undertaking research projects in the MD course.

The Department is located across a broad reach of Melbourne, including teaching and research units at Austin Health, Royal Melbourne Hospital, St Vincent’s Health, Northern Health and Western Health. The Department also has units at two private hospitals: Albert Road Clinic (Ramsay Health Care) and The Melbourne Clinic (Healthscope).

The Department’s research focuses on improving our understanding and treatment of mental health disorders across the lifespan. It covers a broad range of psychiatric research, including prediction and biomarker research, neuropsychiatry, psychopharmacology, neuroimaging, psychosocial research, economic evaluation, ethics, psychiatric epidemiology, and mental health service delivery.
Position Summary and Selection Criteria

**Classification**
Professor - Level E or
Associate Professor - Level D

**Salary**
This role is a joint venture between Northern Health and University of Melbourne, with overall salary comparable to full time clinical appointment. Further details by negotiation.

**Superannuation**
17%

**Working hours**
Full time appointment, comprised of University part-time appointment (0.7 FTE) with complementary hospital appointment (0.3FTE)

**Basis of Employment**
Fixed term for 5 years

---

**Position Summary**
The Associate Professor or Professor of Psychiatry at Northern Health (NH) will be a key leader in the Department of Psychiatry in the Melbourne Medical School (MMS) of the University of Melbourne, and the Mental Health Division at Northern Health. The position reports to the Head of the Department of Psychiatry, Melbourne Medical School.

The Professor or Associate Professor in Psychiatry will develop and implement a program of research, research training and teaching and education at NH in collaboration with academic staff in the Department and the School. A commitment to excellence in research, learning and teaching, engagement and quality management is required.

The Associate Professor or Professor in Psychiatry will contribute to entry to practice and graduate coursework programs in the discipline of Psychiatry. The position will also entail the supervision of graduate research students.

This is a joint initiative between the University and NH and the appointee will also have negotiated clinical responsibilities with NH, which will be appropriately remunerated. The Associate Professor or Professor will have an important role as leader of academic psychiatry at NH and will work closely with the Chief Executive Officer, NH to promote excellence in clinical care, enhance the strong research activities in NH and establish productive collaborations between MMS and NH.

Participation in clinical educational activities of their specialty and involvement in clinical governance, audit, quality and risk are envisioned for this role.

Professors at the University also provide transformational leadership and dedicated service to the University and the broader community beyond their leadership within their academic fields and disciplines.

The Council reserves the right to make no appointment or to appoint by invitation at any stage.

---

**1. Key Responsibilities**

**1.1 TEACHING AND LEARNING**
- Participate in the teaching activities of the Department of Psychiatry and the Melbourne Medical School including active contribution to MD and Master of Psychiatry teaching, curriculum revision, assessment and evaluation.
- Contribute to the development and implementation of current and future professional development programs of the MMS in teaching, research and leadership.
- Provide leadership in the maintenance of academic standards.

**1.2 RESEARCH AND RESEARCH TRAINING**
- Provide leadership in establishing and growing a strong and diverse research program in academic Psychiatry, including independent engagement in and original and outstanding contributions to a strong research programme in your academic discipline.
- Develop strong collaborative interactions with other departments and centres of the University and external collaborators.
- Publish research outcomes in high-impact peer reviewed journals and present research outcomes at local, national, and international meetings.
- Attract research funding from national and international funding bodies that builds international capacity and creates opportunities to expand research in the Department and at NH. This will include the preparation of research proposal submissions to external bodies and responsibility for the oversight of financial management of grants.
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline specific and broader professional networks.
1.3 ENGAGEMENT

- Provide leadership and foster excellence in research, teaching and community engagement for improved capability within the Department.

- Active participation on Department, School, Faculty and Hospital committees and significant contribution to activities and developments across the Faculty, where possible.

- Establish national and international links with key academics, clinicians and health care organisations.

- Active participation in community engagement and professional activities related to the advancement of the discipline.

- Contribute to the discipline by participating in professional bodies and in scholarly meetings and conferences, by undertaking professional activity in the field.

- Where relevant, the Associate Professor or Professor is expected to facilitate links between NH and other affiliated hospitals, research and teaching institutions.

- Other responsibilities normally expected of an Associate Professor or Professor within the University of Melbourne, including, but not restricted to attendance at MMS and Faculty meetings.

- Positive engagement in learning and career development of self and others.

- Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity

- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.

1.4 STAFF SUPERVISION

- Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.

- Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.

- Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.

- Allocate and monitor workload and address associated issues in a timely manner.

- Ensure new staff participate in the university’s induction program and provide a localised work area orientation

In addition to the above, at Level E, the incumbent will be required to:

- Provide leadership and foster excellence in the teaching, research and community engagement of the clinical discipline for improved capability across the broader School, Faculty and University.

- Set the direction, and lead, original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society.

- Develop collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University, securing research grants and external research income that build institutional capacity and create opportunities for early career academic development.

- Provide significant contribution for driving new engagement initiatives or leading existing initiatives with national and international significance.

- Be a recognised leader in academic psychiatry, presenting research to the public to elevate public awareness of educational and scientific developments and promote critical enquiry and public debate within the community.

- Lead and facilitate translation of research into clinical practice and promote close working relationships between clinical, diagnostic and research staff across the Department of Psychiatry and NH.

- Champion ethical debate, research, education and community engagement in psychiatry and related disciplines. Participate in public discussion and debate about important national issues relating to the discipline.

- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks.

- Provide expert advice to government and peak bodies (local, state, national, international).
2. Selection Criteria

2.1 ESSENTIAL

■ Fellowship of the Royal Australian and New Zealand College of Psychiatrists.
■ Registration with the Medical Board of Victoria.
■ A PhD or a higher medical research degree (or equivalent research achievement) in a field relevant to psychiatry.
■ Extensive clinical experience in psychiatry.
■ A prominent career of international, or leading national, standing in clinical academia and research with demonstrated capacity to establish and lead significant research programs.
■ Strong leadership skills and the ability to foster academic achievement in others with demonstrated leadership in research and scholarship.
■ Experience in medical education.
■ Evidence of success in obtaining external research grants and external income.
■ Excellent interpersonal and verbal and written communication skills, with an ability to work collaboratively, develop and maintain relationships with key stakeholders (internal and external).
■ Experience of establishing productive links with national and international partners.
■ Extensive experience in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion.
■ Demonstrated academic leadership in fostering the academic activities of others and making a significant contribution to the advancement of the discipline.
■ Strong capability as an ethical leader who values diversity and works effectively with individual differences.
■ Demonstrated organisational skills and management of administrative tasks.

2.2 ADDITIONAL CRITERIA FOR APPOINTMENT AT LEVEL E

■ Internationally recognised record of exceptional and outstanding achievement in academia and research.
■ Recognition as an eminent authority in clinical psychiatry or subspecialty with distinction at the national and international level.
■ A distinguished research career in psychiatry, including an excellent publication record in high impact peer reviewed journals.
■ Demonstrated ability to establish cross-disciplinary research partnerships and collaborations.
■ Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government.
■ A proven track record of highly developed leadership, with a demonstrated ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement.
■ Proven capacity and ongoing desire to undertake world class research addressing knowledge gaps in Psychiatry. A desire to improve clinical practice by implementing knowledge into every day clinical practice.
■ Strategic perspective to ensure sustainability and future growth with a track record in obtaining external competitive research funding and/or innovative commercialisation avenues.

2.3 DESIRABLE

■ A demonstrated commitment to knowledge exchange with engagement extending into the community.
■ Demonstrated ability to develop and implement Quality Care programs in a clinical setting.

2.4 SPECIAL REQUIREMENTS

■ The appointee must be suitable for clinical appointment as a consultant psychiatrist at NH. The conditions of this employment would be defined in a separate contract with NH.
■ A current national criminal history police check (completed upon appointment).
■ A Working with Children’s Check certificate.
Our Strategic Plan

Advancing Melbourne 2020 – 2030

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

More information about Advancing Melbourne can be found at about.unimelb.edu.au/strategy/advancing-melbourne.
Our city

Geography
Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 5 million people and a metropolitan area of 9990.5 km². The Economist Intelligence Unit has rated Melbourne one of the world’s most liveable cities for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University’s main Parkville campus is based, covers 37.7 km² and has a population of more than 143,000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia’s cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

Parkville Campus
The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; as well as cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

Parkville is recognised as the hub of Australia’s premier knowledge precinct, comprising eight hospitals as well as numerous leading research institutes and knowledge-based industries. Although a sizeable portion of the Faculty of Medicine, Dentistry and Health Sciences is located in Parkville, the Faculty also has academic departments co-located at a range of health services throughout the Melbourne metropolitan area and rural and regional Victoria. These include St Vincent’s Hospital, The Royal Victorian Eye and Ear Hospital, Austin Hospital, Western Health, Northern Health as well as the Department of Rural Health based at Shepparton in the Goulburn Valley with health services affiliations to almost 40 smaller towns in rural Victoria.
Need further information?

General information about the University of Melbourne is available through its website at unimelb.edu.au

For queries, please email snr-talentacq@unimelb.edu.au

Please do not send your application to this email address.

To Apply
Visit jobs.unimelb.edu.au/caw/en/listing

About the University of Melbourne
about.unimelb.edu.au

About Northern Health
nh.org.au

Annual Reports
about.unimelb.edu.au/strategy/annual-reports

Faculty of Medicine, Dentistry and Health Sciences
mdhs.unimelb.edu.au

Melbourne Medical School
medicine.unimelb.edu.au