



POSITION DESCRIPTION

Centre for Youth Mental Health
Faculty of Medicine, Dentistry and Health Sciences

Research Fellow in Psychosis Risk Research

POSITION NO	0056064
CLASSIFICATION	Research Fellow, Level B
WORK FOCUS CATEGORY	Research Focused
SALARY	\$107,547 - \$127,707 p.a.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full time (1 FTE)
BASIS OF EMPLOYMENT	Fixed-term position available for 3 years, start date: July 2022 Fixed term contract type: Externally funded contract employment
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Barnaby Nelson Tel +61 3 9342 2800 Email: barnaby.nelson@orygen.org.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

Orygen is the world's leading research and knowledge translation organisation focusing on mental ill-health in young people.

At Orygen, our leadership and staff work to deliver cutting-edge research, policy development, innovative clinical services, and evidence-based training and education to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

The Company has three Members: the Colonial Foundation, The University of Melbourne and Melbourne Health.

The University of Melbourne has an agreement with Orygen for designated employees to be made available to undertake activities for Orygen, and this arrangement will apply to you. University employees working at Orygen are required at all times to continue to adhere to University policies, procedures, regulations and statutes, as well as to Orygen policies and procedures (including Orygen's delegations of authority framework which can be found at <http://staff.orygen.org.au/>), but the University's policies and procedures shall prevail in the event of any inconsistency. For the period of participating in activities at Orygen, you will be subject to the reasonable control and direction of Orygen. You consent to the University disclosing to Orygen your personal employment information solely for the purposes of facilitating your secondment to Orygen, and that such disclosure will not be a breach of any of your privacy rights.

A highly talented Research Fellow is required to join the Ultra High Risk for Psychosis Research Program led by Prof. Barnaby Nelson at the Centre for Youth Mental Health (CYMH; <https://www.orygen.org.au/Research/Research-Areas/Ultra-High-Risk-for-Psychosis>), The University of Melbourne, and Orygen. This position will be part of an NIH funded project called PRESCIENT: Prediction Scientific Global Consortium, which is part of the Accelerating Medicines Partnership in Schizophrenia (AMP-SCZ). The primary aim of PRESCINET and AMP-SCZ is to develop prediction models of clinical outcomes in the ultra high risk for psychosis clinical population using multimodal data so that new preventive treatments can be developed. Further develop Information about AMP-SCZ can be found here:

[https://www.orygen.org.au/About/News-And-Events/2020/\\$3-3-million-in-NHMRC-grants-for-mental-health-pre](https://www.orygen.org.au/About/News-And-Events/2020/$3-3-million-in-NHMRC-grants-for-mental-health-pre)

<https://fnih.org/our-programs/AMP/schizophrenia>

<https://www.nimh.nih.gov/research/research-funded-by-nimh/research-initiatives/accelerating-medicines-partnership-schizophrenia-amp-scz>

The Research Fellow will have responsibility for research, publication and engagement on projects focused on elucidating predictors and mechanisms associated with onset of psychosis and other clinical outcomes in the ultra high risk population. The Research Fellow is also expected to generate and drive new research ideas related to this topic.

Although the Research Fellow will sit within the PRESCIENT/AMP-SCZ program, they will be part of the broader research activities of the Ultra High Risk for Psychosis Research Program, with access to a range of datasets for analysis and publication. The Research Fellow will be actively supported in developing their own independent research, supported by independent grant funding.

This position reports to Professor Barnaby Nelson.

1. Key Responsibilities

The University of Melbourne sets 'Minimum Standards for Academic Levels' (MSALs) which are expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic and may be amended from time to time.

Below is the MSALs for Level B academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

LEVEL B - OCCUPATIONAL EQUIVALENT: LECTURER, RESEARCH FELLOW 2

- a) A Level B Academic will undertake independent teaching and/or research in their discipline or related area. In research and/or teaching and/or scholarship, a Level B Academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other Academics, as appropriate to the discipline.
- b) A Level B Academic will contribute to teaching at undergraduate, honours and postgraduate level, and/or engage in independent scholarship and/or undertake research or engage in professional activities appropriate to their profession or discipline. The Academic will undertake administration primarily relating to their activities within the Faculty and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the University.
- c) At Level B an Academic will have experience in research or scholarly activities, which have resulted in refereed journals or other demonstrated scholarly activities. Research may be carried out independently and/or as part of a team. Level B Academics may supervise postgraduate research students or projects and be involved in research training.

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Make a leading contribution to the conduct of research studies of predictors and mechanisms associated with psychosis risk in young people, including analysis of clinical, cognitive, genetic, neuroimaging, and biological data. A range of statistical methods will be used for this purpose.
- ▶ Produce high quality scientific publications based on research findings from the above-mentioned studies.
- ▶ Further development of an academic research profile in the area of youth mental health.
- ▶ Contribute to grant applications in the Ultra High Risk for Psychosis research program. The successful applicant will also be supported in applying for grant funding, such as fellowships, to support their own independent research.
- ▶ Managerial aspects of the research studies, such as reporting to Human Research and Ethics Committees, website and database maintenance, recording study outputs, coordination of meetings, and other research program activities.
- ▶ Supervision of students and junior staff who work in the Ultra High Risk research program.
- ▶ Active participation in the communication and dissemination of research where appropriate.
- ▶ Actively participate in community and professional activities including research seminars and conferences.

- ▶ Undertake administrative, monitoring and reporting functions as required by the research funders.
- ▶ Provide regular progress reports to the supervising investigators and the broader range of stakeholders involved in the research projects.

1.2 LEADERSHIP AND SERVICE

- ▶ Active participation in some public outreach activities relating to research.
- ▶ Actively participate at meetings and contribute to planning activities or committee work to build capacity.
- ▶ Effective collaboration with collaborators in international consortia to foster effective partnerships.
- ▶ Provide coaching, guidance and support for career planning, ensuring junior research staff have access to appropriate professional and development activities.
- ▶ Actively participate in key aspects of engagement within Orygen and CYMH.
- ▶ Positive engagement in learning and career development of self and others.

1.3 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others.
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Effective demonstration and promotion of Orygen and 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 3 and 4.
- ▶ Behavioural Expectations - All staff are expected to maintain the following behaviours:
 - Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
 - Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.
 - Create ethics applications and report to the ethics committees
- ▶ Equal opportunity, diversity and inclusion responsibilities as outlined in section 3.
- ▶ Represent the University and Orygen in a positive and professional manner.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD in psychology, psychiatry, neuroscience, biomedical engineering or related discipline.
- ▶ Highly motivated and enthusiastic researcher with a strong interdisciplinary interest in mental health.
- ▶ Strong evidence of ability and desire to build an academic career trajectory, including track record of publishing in scientific journals and participation in research projects and grants.
- ▶ Demonstrated ability to supervise or co-supervise and mentor undergraduate, honours and/or PhD students.

- ▶ Outstanding interpersonal and communication skills and capacity to initiate, manage and maintain partnerships and collaborations.
- ▶ Excellent organisational and project management skills.
- ▶ Excellent statistical skills with demonstrated ability to expertly apply research methodologies and quantitative/qualitative data analysis (e.g. in R, SPSS, SAS, MATLAB and/or MPlus).
- ▶ Demonstrated ability to work independently and collaboratively in a team to meet agreed deadlines and achieve project goals.

2.2 SPECIAL REQUIREMENTS

- ▶ Unrestricted right to work in Australia; institutional sponsorship will be provided if required.
- ▶ Any offer of employment is conditional upon receipt and maintenance of a valid Working With Children Card and a satisfactory Police Check.
- ▶ Some out of hours work may be required.
- ▶ This position is based at the Parkville site but travel to other Orygen locations may be required.
- ▶ Due to COVID-19, other work and travel arrangements may be in place that the applicant may be required to adhere to.

3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. *Occupational Health and Safety (OHS)*

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 CENTRE FOR YOUTH MENTAL HEALTH

<https://mdhs.unimelb.edu.au/our-organisation/institutes-centres-departments/cymh>

In January 2009 the University of Melbourne established a new Centre for Youth Mental Health (CYMH) within the Faculty of Medicine Dentistry and Health Sciences, where the academic and professional staff of The National Centre of Excellence in Youth Mental Health (Orygen) who were previously members of specific Departments (notably Psychiatry and Psychology), are now based. All NHMRC and ARC Grants to be used for Orygen activities are managed within CYMH.

The creation of this academic and administrative structure reflects the multidisciplinary nature of this field of inquiry and knowledge, and its growing scientific and practical breadth and significance. This is only the fourth such supra-departmental structure to be created in the Faculty and there is no parallel to date anywhere else in Australia.

The Chair of the Centre for Youth Mental Health is Professor Patrick McGorry and the Chief Operating Officer is Mr John Moran. Reporting arrangements are through the University of Melbourne structure with a direct report to Professor Jane Gunn, Dean of the Faculty.

The Head of the Centre for Youth Mental Health is Professor Patrick McGorry.

5.2 ORYGEN

<https://www.orygen.org.au/>

Orygen is the world's leading research and knowledge translation organisation focusing on mental ill-health in young people.

Further information available at <https://www.orygen.org.au/About/About-Us>

5.3 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will

address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.4 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>

5.5 ADVANCING MELBOURNE

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 offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- ▶ 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.

5.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <https://about.unimelb.edu.au/strategy/governance>