Associate Professor in Psychology – Aboriginal and Torres Strait Islander Health

POSITION NO 0044594
CLASSIFICATION Level D
SALARY $169,094 - $186,288 p.a.
SUPERANNUATION Employer contribution of 17%
WORKING HOURS Full-time
BASIS OF EMPLOYMENT Fixed term – 5 years
OTHER BENEFITS https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number.

CONTACT FOR ENQUIRIES ONLY
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Please do not send your application to this contact

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

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

The University of Melbourne, Faculty of Medicine, Dentistry and Health Sciences and the Melbourne School of Psychological Sciences is seeking to employ a level D academic to add to the growing number of Indigenous health leaders within the faculty. This new position will be a joint faculty and school appointment as part of a workforce strategy to grow the number of senior Indigenous staff. Over time the role will be fully funded and supported by the Melbourne School of Psychological Sciences. The successful applicant will have a background in Psychological Sciences and will make leadership, research and teaching contributions in Indigenous health.

The faculty employs several Indigenous leaders including Professor Marcia Langton, Professor Catherine Chamberlain, Professor Sandra Eades in the School of Population and Global Health. Associate Professor Shawana Andrews is Director of the Melbourne Poche Centre and has an appointment in the School of Health Sciences. Associate Professor Alasdair Vance is a child psychiatrist at the Royal Childrens Hospital and holds an academic position in the Melbourne Medical School. Dr Ngaree Blow is a medical education leader in the Melbourne Medical School. These scholars lead work in the Onemda Centre, Wurru Wurru unit, the Melbourne Poche centre and the Indigenous Epidemiology and Health Unit.

This position represents an exciting opportunity to join a dynamic team committed to undertaking research and teaching that draws on the strengths and knowledge of Indigenous peoples and communities to understand the pathways to health and wellbeing of Aboriginal and Torres Strait Islander people of all ages and to identify avenues for prevention of avoidable morbidity and mortality.

Ideally, the appointee will be a leading Indigenous academic, PhD qualified with experience in conducting research focussed on Aboriginal and Torres Strait Islander health and teaching across Psychological Sciences.

The appointee will report to the Head of School, Professor Rob Hester, and be supported and mentored in their establishment phase by Associate Dean (Indigenous), Professor Sandra Eades. The appointee will be expected to support the broad ethos of the Melbourne School of Psychological Sciences and comply with University policies and procedures, including environmental health and safety.
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 D academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

1.1 **TEACHING AND LEARNING**

- To teach in the School's undergraduate, fourth-year and/or graduate psychology programs, including development of course material, preparation and delivery of lectures, seminars, tutorials, practical classes, demonstrations or workshops
- To contribute to the development and review of new and existing teaching programs within the School
- Make a contribution to the teaching of health-related short courses and other external engagement

1.2 **RESEARCH AND RESEARCH TRAINING**

- Participate in research independently as a member of a research team
- Develop strong collaborative interactions with researchers across partner institutions.
- To disseminate research findings through seminars, conference presentations, and publication in peer-reviewed international journals.
- Prepare research proposals for submission to external funding bodies to obtain external research income
- To attract and provide effective supervision or co-supervision of Research Higher Degree and Honours students, encouraging and facilitating student engagement in both discipline-specific and broader professional networks
- Significantly contribute to research projects including leadership of research teams or management of projects, leading to publications in peer reviewed journals
- To provide mentorship to junior academic staff.

1.3 **SERVICE AND LEADERSHIP**

- Actively participate at School and Faculty meetings and play a major role in planning or committee work. Actively participate in community engagement and professional activities related to the advancement of Aboriginal and Torres Strait Islander health.
- Active participation on committees and significant contribution to activities and developments at the University and partner organisations.
- 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
- As a senior independent researcher, they will provide leadership and foster excellence in research, teaching and engagement across these institutions.
- Provide advice to government and peak bodies (local, state, national, international)
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.

### 2. Selection Criteria

#### 2.1 ESSENTIAL

- A PhD or equivalent professional qualification in Psychology or a cognate discipline
- Evidence of distinguished national standing in their discipline.
- An outstanding research and/or teaching career in Indigenous health from their discipline base, including a strong publication record in high impact peer reviewed journals and demonstrated success in obtaining research funding.
- Excellent interpersonal and communication skills, with an ability to work collaboratively, develop and maintain relationships with key stakeholders (internal and external)
- Evidence of capacity to attract and successfully supervise research higher degree and post-doctoral students to completion
- Ethical leader who values diversity and works effectively with individual differences
- Evidence of distinguished national and international standing in Indigenous health.
- Evidence of success in obtaining external research grants and external income
- Extensive experience in teaching and learning
- Demonstrated academic leadership in fostering the academic activities of others and making a significant contribution to the advancement of the discipline

#### 2.2 DESIRABLE

- Track record of successful multi-disciplinary collaboration
- Familiarity with community partnerships and international collaborations in Indigenous health

#### 2.3 SPECIAL REQUIREMENTS

- This position requires the incumbent to hold a current and valid Working with Children Check and criminal records check with Victoria Police
- Be able to undertake interstate and international travel.
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 MELBOURNE SCHOOL OF PSYCHOLOGICAL SCIENCES

www.psychologicalsciences.unimelb.edu.au

The Melbourne School of Psychological Sciences is one of six schools within the Faculty of Medicine, Dentistry and Health Sciences. It is consistently ranked one of the top Schools of Psychology in Australia and was ranked 17th in the world in the 2022 QS global rankings. The School is undergoing vigorous growth and attracts some of the best students nationally and internationally to its broad range of accredited undergraduate, graduate, professional programs as well as its comprehensive research programs.

The School's teaching is underpinned by excellence in research across a range of fields, including cognitive and behavioural neuroscience, cognitive and mathematical psychology, social and personality psychology, and clinical science. Research links extend across 25 departments, centres and institutes within the Faculty of Medicine, Dentistry and Health Sciences, including The Melbourne Brain Centre, The Murdoch Children's Research Institute, ORYGEN Youth Research Centre, Austin Health, the Royal
Melbourne Hospital, the Royal Children’s Hospital, the Royal Women’s Hospital, and St. Vincent’s Hospital. Research links are also embedded in a broad range of other disciplines across the University including within the Faculties of the Victorian College of the Arts and Melbourne Conservatorium of Music, Science, Business and Economics, Education, Engineering, Law, and the Melbourne Business School.

The School is home to a vibrant community of >135 academic, teaching, research and professional staff, over 140 honorary staff, 100 tutors, and 120 PhD students. In 2022, there were over 5,500 students enrolled in undergraduate subjects offered by Psychological Sciences, primarily through the Bachelor of Arts, Bachelor of Science and Bachelor of Biomedicine, but also in breadth subjects in the Bachelor of Commerce, Bachelor of Environments, and Bachelor of Music. There were about 250 students enrolled in the Graduate Diploma of Psychology, 70 in the Master of Applied Psychology, about 120 students enrolled in fourth year programs (B. A. (Hons), B. Sc. (Hons), and the Graduate Diploma of Psychology (Advanced) and around 100 students enrolled in our professional postgraduate programs (Clinical and Clinical Neuropsychology and combined Masters/PhD programs).

5.2 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.

5.3 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

5.4 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.

5.5 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