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

Senior Clinical Research Fellow (Youth Mental Health Model Development)

POSITION NO 0056606
CLASSIFICATION Senior Clinical Research Fellow, Level C
SALARY $135,032 - $155,698 p.a.
SUPERANNUATION Employer contribution of 17%
WORKING HOURS Full time (1 FTE)
BASIS OF EMPLOYMENT Fixed-term for available for 2 years
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 Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number
CONTACT FOR ENQUIRIES ONLY Professor Rosemary Purcell (via Dr Natalie Pirotta)
Email: natalie.pirotta@orygen.org.au

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 acknowledge the Elders, and descendants of the Wurundjeri people who have been and are the Custodians of these lands. We acknowledge that the land on which we meet was the place of age-old ceremonies, of celebration, initiation and renewal, and that the local Aboriginal peoples have had and continue to have a unique role in the life of these lands.

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 rare opportunity exists for a highly skilled and motivated Senior Clinical Research Fellow (SCRF) to join a new program within Orygen’s Knowledge Translation (KT) division to enhance innovation and evidence translation in youth mental health services through articulating new models of care and responses to the needs of specific cohorts of young people (such as vulnerable and disenfranchised young people, or young people experiencing bullying/cyberbullying, among others). The Senior Clinical Research Fellow will be responsible for conducting evidence synthesis of existing approaches, consultations with relevant stakeholders (including young people and their families/supporters), developing articulated models of care or interventions, and developing a dissemination plan and supporting resources for services within Victoria to implement responsive and cohort (or context) specific approaches. Models will include multidisciplinary care across a spectrum of need from early intervention and specialist treatments. If you have an excellent record as both a qualified mental health professional and researcher, and a passion to transform the field of youth mental health in innovative ways, this position is for you.

The position is for two years, with the potential for renewal subject to ongoing funding. The SCRF will work under the guidance and supervision of a SCRF Team Leader, and be expected to work collaboratively with other clinical, research and administrative members of the program team. The position reports to the Chief of Knowledge Translation, Professor Rosemary Purcell.

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 C academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL

Level C - Occupational Equivalent: Senior Lecturer, Senior Clinical Research Fellow

(a) A Level C Academic will make a significant contribution to the discipline at the national level. In research, scholarship and/or teaching the Academic will make independent and original contributions, which expand knowledge or practice in their discipline and have a significant impact on their field of expertise.

(b) A Level C Academic will make a significant contribution to research and/or scholarship and/or teaching and/or administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. The Academic may undertake research. The Academic will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the University.

(c) The research work of a Level C Academic will be acknowledged at a national level as being influential in expanding the knowledge of their discipline. This standing will be demonstrated by a strong record of published work or other demonstrated scholarly activities. A Level C Academic will normally provide leadership in research, including research training and supervision.

1.1 RESEARCH, ENGAGEMENT AND KNOWLEDGE TRANSLATION

- Independently review and synthesize high quality evidence, and consult with a range of key stakeholders, to develop evidence informed models of care and/or interventions for specific cohorts of young people experiencing mental ill-health; provide high-level documentation to articulate core components of each model or care along with disseminations plans for clinical providers or services working with young people; collaborate with program team members to develop supporting resources (such as training frameworks or professional development materials) to translate the models and interventions into clinical practice or service innovation.

- Produce high-quality summary reports, policy advice and/or scientific publications based on cohort (or context) specific model development.

- Effectively engage and consult with a range of clinical and consumer stakeholders (including senior mental health and allied practitioners, service managers, non-health professionals (such as teachers), community leaders, as well as young people and their families or supporters) in metropolitan, regional and rural Victoria, and to integrate stakeholder engagement with evidence synthesis/best practice to develop models of care and/or interventions.

- Identify, review and synthesis relevant evidence and ability to locate relevant grey literature where required to support model development.

- Translate and communicate synthesized research evidence and clinical best practice, to meet the needs of the youth mental health workforce (including clear (non-jargon) articulation of model components and implementation to a diverse/multidisciplinary range of service providers)

- Work to project timelines and manage multiple project tasks simultaneously.
Active participation within Orygen as a senior KT team member, including assisting with related model development projects and frameworks.

Undertake administrative and reporting functions as required by the funder.

1.2 LEADERSHIP AND SERVICE

- Coordinate public outreach activities relating to model development, dissemination and supported implementation.
- Represent Orygen with high professional standards in engagement activities with stakeholders.
- Effective demonstration and promotion of Orygen and University values including diversity and inclusion and high standards of ethics and integrity.
- Actively participate at meetings and contribute to program planning activities.
- Work collaboratively and collegially with colleagues in related program areas within Orygen and Victorian/statewide youth mental health programs.
- Positive engagement in learning and career development of self and others.
- Undertake Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

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.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 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.
  - Be flexible and respectful of the needs of consumer and clinical stakeholders.

2. Selection Criteria

2.1 ESSENTIAL

- PhD or Doctorate in a mental health related discipline (psychology, psychiatry, mental health nursing, social work etc).
- Clinical qualification and APHRA registration as a mental health professional, with experience working in clinical services.
- Highly motivated, proactive and enthusiastic clinical researcher with a strong interdisciplinary interest in and knowledge of youth mental health, including types of clinical and psychosocial services for young people.
- Strong evidence of ability to write high-quality reports and/or scientific papers
Demonstrated ability to identify, review and synthesize research evidence
Outstanding interpersonal and communication skills
Demonstrated ability to initiate and effectively manage stakeholder consultations.
Excellent organisational and project management skills;
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;
- This position requires the incumbent to hold a current and valid Working With Children Check and a satisfactory Police Check;
- Some out of hours work may be required to accommodate stakeholder consultations;
- This position is based at the Parkville site but will require travel for in-person stakeholder consultations;
- A valid Victorian Driver’s Licence for travel within the state for stakeholder consultations
- Travel to other Orygen locations may be required. Due to COVID-19, other work and travel arrangements may be in place that you will 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


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 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 Head 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 Shitij Kapur, Dean of the Faculty.

The Research and Translation Division of Orygen is staffed by the academic, research and associated professional staff from the Centre for Youth Mental, clinical specialists from Melbourne Health and professional and administrative staff from Orygen.

5.2 ORYGEN

Orygen, The National Centre of Excellence in Youth Mental Health 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