

POSITION DESCRIPTION



The ALIVE National Centre for Mental Health Research Translation
Department of General Practice
Faculty of Medicine, Dentistry and Health Sciences

Senior Research Fellow – Implementation and Translation

POSITION NO	0057850
CLASSIFICATION	Level C
SALARY	\$135,032 - \$155,698 p.a. (pro rata for part-time)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	0.8 - 1.0 FTE (negotiable)
EMPLOYMENT TYPE	Fixed-Term for 3 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	Professor Lena Sancı (TROPHI) Tel +61 3 83444992 Email l.sanci@unimelb.edu.au Professor Victoria Palmer (Implementation and Translation Network) Tel +61 3 8344 4987 Email v.palmer@unimelb.edu.au <i>Please do not send your application to these contacts</i>

For information about working for the University of Melbourne, visit our websites:

about.unimelb.edu.au/careers
joining.unimelb.edu.au

Acknowledgement of Country

The University of Melbourne would like to acknowledge and pay respect to the Traditional Owners of the lands upon which our campuses are situated, the Wurundjeri and Boon Wurrung peoples, the Yorta Yorta Nation, the Dja Dja Wurrung people. We acknowledge that the land on which we meet and learn 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

This position is located within the Translation of Research Outcomes into Primary Health Initiative (TROPHI) Program at the Department of General Practice, Melbourne Medical School, The University of Melbourne, and within the ALIVE National Centre for Mental Health Research Translation and its Implementation and Translation Network.

TROPHI is a research partnership between the Monash University Department of General Practice and The University of Melbourne Department of General Practice (the Universities) and the RACGP (Royal Australian College of General Practitioners). The overarching objective of TROPHI is to drive high quality implementation and translational research that provides contemporary practice-based evidence to improve primary health care and patient outcomes in the outer Eastern Melbourne region of Victoria, in particular the Knox, Maroondah and Yarra Ranges local government areas. The outcomes of TROPHI will inform the development of a national primary health care and general practice research framework, to enable engagement and investment in the sector. The work within TROPHI will be leveraged to promote capacity building and translatable research findings to inform local, state and national policies to improve the health of Australians. TROPHI will run implementation and translation projects in the Eastern Melbourne region and provide the Implementation and Translation network of the ALIVE National Centre with a demonstration project model for documentation and further evaluation.

The ALIVE National Centre is funded under the NHMRC Special Initiative in Mental Health (2021-2026). The Centre Mission is transforming mental health and well-being through primary care and community action. The Centre's Vision is to support mental health and wellbeing for thriving lives. Work is conducted across novel preventive life course models: longer, healthier lives in priority populations (Aboriginal and Torres Strait Islander people, and people with unmet physical health needs living with severe mental ill-health); and Lived-Experience models and research leadership. The Implementation and Translation Network (ITN) provides networked capacity across the nation for rapid adaptive co-design, small implementation pilot studies, larger demonstration events of models of promise, and demonstration projects that are testing new innovations and models for implementability, scalability and transferability.

This position is a rare opportunity for an early or mid-career researcher with experience in implementation science or knowledge translation activities to grow their leadership skills in research implementation and translation, and the evaluation of outcomes, in primary care and community settings. Oversight of the TROPHI component will be by senior primary care researchers from both universities and the RACGP and including working collaboratively with the co-leads of the Implementation and Translation network. The role will work closely with Monash University's Research Fellow counterpart for the TROPHI activities, and with the TROPHI project manager. The TROPHI role will involve leading community consultation around research priority setting, research design and project management, mentoring of primary care clinicians and other primary care sector staff undertaking research development projects, and independent identification and writing of external grants.

You will report directly to Professor Lena Sancu for TROPHI in the Department of General Practice, University of Melbourne. You will report to Professor Victoria Palmer for Implementation and Translation activities within the ITN and for development of working relationships with members of the ALIVE National Centre for Mental Health Research Translation. Your primary engagement and advice for the ITN is through the co-lead group for which you will support the development of network approaches, models and frameworks to support the delivery of mental health care at-scale in Australia.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes. We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- Collaboration and teamwork
- Compassion
- Respect
- Integrity
- Accountability

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Lead research independently and as a member of a research team
- ▶ Lead production independently of quality conference and seminar papers and publications
- ▶ Supervise TROPHI primary care and postgraduate research projects and others related to the ALIVE National Centre
- ▶ Produce publications arising from scholarship and research across TROPHI and the Implementation and Translation Network of the ALIVE National Centre
- ▶ Apply for funding to support individual or collaborative projects, relating to research and engagement practice in the discipline
- ▶ Develop implementation approaches and models and translation frameworks for the ALIVE National Centre's Implementation and Translation Network
- ▶ Build relationships between state-based research translation centres and the ALIVE National Centre's Implementation and Translation Network

1.2 LEADERSHIP AND SERVICE

- ▶ Actively participate in the academic life of the Department and contribute to administration and teaching activities associated with research in TROPHI and the ITN of the ALIVE National Centre
- ▶ Participate in community and professional activities including attendance and presentations at conferences and seminars
- ▶ 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. Enacts the values of the ALIVE

National Centre for Mental Health Research Translation and works to its Vision and Mission

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

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD in a social science, implementation science, knowledge translation or integrated knowledge translation or health related discipline (eg, medical, psychology, nursing, science) or with demonstrated research experience in a relevant field.
- ▶ A track record of contributions to, and leading of, grant applications, publications and conference presentations with application to implementation and translation research activities.
- ▶ Demonstrated research project management skills and ability to prepare project reports, provide updates at National Centre Network meetings and incorporate feedback from key stakeholders.
- ▶ Knowledge of qualitative research design, implementation science theories and frameworks, and experience applying analytical and problem-solving skills.
- ▶ Outstanding communication skills, both oral and written and ability to prepare community updates on local project activities for TROPHI and situate this within the national mental health research translation agenda.
- ▶ Demonstrated experience in co-design and participatory methods of community engagement and knowledge transfer.
- ▶ Excellent time management skills including effective workload management with the ability to work independently with broad direction and to exercise initiative.
- ▶ Demonstrate excellent interpersonal skills as evidenced through the ability to work in a team and engagement of internal and external stakeholders.

2.2 DESIRABLE

- ▶ Demonstrated capacity to supervise research staff and/or students
- ▶ May bring Lived-Experience of mental ill-health, ongoing complex distress or impacts of experience as a carer, family, kinship group member to the role, but the role does not require this to be an essential criterion or application within day-to-day research activities and conduct.

2.3 SPECIAL REQUIREMENTS

Some out-of-hours work may be required to coordinate with research participant availabilities. The position will at least in part be located in/or require travel to the outer eastern metropolitan region of Melbourne.

The remainder of the position will be undertaken largely online with some travel within the appointment timeframe for research activities of the National Centre and in particular travel associated with implementation projects at sites.

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:

<http://safety.unimelb.edu.au/topics/responsibilities/>

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

5. Other Information

5.1 DEPARTMENT OF GENERAL PRACTICE

www.gp.unimelb.edu.au

The Department of General Practice originated as a unit within the Department of Community Medicine in 1977. It was established as a separate department within the School of Medicine in 2001 and established the Primary Care Research Unit (PCRU) as a centre of excellence in primary care research, research training and knowledge exchange in 2006. The Department has 68 (full time equivalent) staff supported by an operating budget of \$7 million and research income of approximately \$11 million annually.

With an increased profile within the Melbourne Medical School, the Department has utilised its growing network of general practitioners (GPs) and primary health care providers in the community to ensure that University of Melbourne medical students are provided with quality community-based medical education. The Department delivers

postgraduate training for primary care nurses, and research training for medical, honours, masters (4) and PhD students (18). For more than 20 years, the Department has run a very successful General Practice academic registrar program where doctors who are training to be GPs (GP registrars) undertake a half time special skills post in academic medicine to experience an introduction to research and university teaching. We average around three academic registrars per year.

The Department has a successful Primary Care Research Unit (PCRU), including a Trials Unit with a practice-based research and education network (VicREN), which comprises our community-based general practices (600+) and other primary care providers who contribute to and drive teaching and research. A proportion of our VicREN members are a part of our Data for Decisions (D4D) Community of Practice. In this D4D program general practices have an agreement with the Department to share their electronic medical record (EMR) data for research and policy advocacy; participating practices have also undertaken a process with their patients to opt out if they do not want their data shared. The EMR data is de-identified before it leaves the practice and is stored in a secure data repository managed by the Department, called Patron. Patron has a management group and an independent governance group with representatives who are consumers, GPs, practice managers, researchers, IT technical, and legal experts.

Our cross-cutting research themes include clinical biostatistics, implementation science, clinical informatics, co-design, and health services research. Central to our work is understanding the patient and practitioner experience and through co-production methodologies involving them in identifying the challenges and designing and testing solutions. Using clinical data analytics, we explore patient pathways through health care and describe the epidemiology of health and disease in primary care. With a focus on primary care innovation, we develop, test and implement simple and complex interventions including digital technologies, such as a range of risk stratification and point-of-care decision making tools. The Department also has successful research programs in specialised areas in Cancer; Children and Young People's Health; Clinical Data Informatics, Data Driven Quality Improvement, Integrated Mental Health; Sexual Health, and Abuse and Violence.

5.2 MELBOURNE MEDICAL SCHOOL

<http://medicine.unimelb.edu.au/>

Established in 1862, Melbourne Medical School (MMS) in the Faculty of Medicine, Dentistry and Health Sciences at The University of Melbourne is the oldest medical school in Australia. It is internationally renowned for global leadership in teaching and training, health research, policy and practice. MMS is ranked 14th in the world (Times Higher Education World University Rankings 2022 for clinical, pre-clinical and health), has strong academic partnerships and ground-breaking 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:

- Baker Department of Cardiometabolic Health;
- Clinical Pathology;

- Critical Care;
- General Practice;
- Medical Education;
- Infectious Diseases;
- Medicine;
- Obstetrics and Gynaecology;
- Paediatrics;
- Psychiatry;
- Radiology;
- Rural Health; and
- Surgery.

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. Staff are privileged to work alongside more than 2,725 honorary appointees from the health sector who generously contribute their time, knowledge, research and clinical expertise.

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. These partnerships enable medical advances to impact healthcare delivery as rapidly and seamlessly as possible.

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. The School utilises the Department of General Practice's continually expanding network of general practitioners and primary healthcare providers in the community to ensure that MD students are also provided with quality community-based medical education.

In addition to the MD, MMS has an ever-expanding portfolio of other vocationally oriented programs. These teach research skills, leadership and continuing professional development in specific disciplines. An emphasis on the clinician-scientist career trajectory – with training, support and ongoing career pathways at graduate and postgraduate levels – is central to the School's development of future leaders in all aspects of healthcare, education, research and policy. MMS has over 600 higher degree by research candidates located both within Departments and across its network of partners.

School staff and honorary appointees lead and participate in public debate and advocacy around key health issues and policy based on the MMS values of commitment, integrity, compassion, respect and service. The School also offers a range of initiatives and

programs in support of its diverse and inclusive culture:

<https://medicine.unimelb.edu.au/about/diversity-and-inclusion> MMS is always looking to recruit talented individuals across a wide range of medical disciplines which include leadership roles. This presents a wonderful opportunity for appointees to help drive the strategy, growth and continued excellence of Australia's leading medical school.

5.3 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry and 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 \$630M 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>