



## POSITION DESCRIPTION

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

# Research Fellow in Transdiagnostic Prediction

<b>POSITION NO</b>	0053861
<b>CLASSIFICATION</b>	Research Fellow, Level B
<b>WORK FOCUS CATEGORY</b>	Research Focused
<b>SALARY</b>	\$119,231 - \$141,581 p.a.
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full-time (1.00 FTE; negotiable)
<b>BASIS OF EMPLOYMENT</b>	Fixed-term for 1 year Contract type: Externally funded
<b>OTHER BENEFITS</b>	<a href="https://about.unimelb.edu.au/careers/staff-benefits">https://about.unimelb.edu.au/careers/staff-benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Brett Verity Tel +61 9035 7460 Email: <a href="mailto:brett.verity@unimelb.edu.au">brett.verity@unimelb.edu.au</a>  <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](http://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 [Centre for Youth Mental Health](#) is in the faculty of [Medicine, Dentistry, and Health Sciences](#) at the [University of Melbourne](#). Employees of the Centre for Youth Mental Health are automatically seconded to [Orygen](#) for the duration of the employment. Orygen is a not-for-profit company with Melbourne University as a member.

Orygen is the largest youth mental health organisation in the world with over 150 research employees and >\$200m in funding. Our teams are global leaders in cutting-edge research, policy development, clinical service innovation, and evidence-based training. Our performance in this field exceeds all other universities (e.g., Harvard, Oxford, Cambridge). In Australia, we have achieved fundamental service changes to improve the lives of young people with our scientific, academic, and political partners—e.g., the delivery of headspace, which has now grown to >150 national sites. To achieve this, we partnered with young people to build an inclusive and progressive culture around the core values of respect, accountability, innovation, teamwork, and excellence. Joining Orygen means joining our mission to improve the mental health of those who need it most.

A Research Fellow is required to join the [Ultra High Risk for Psychosis Research Team](#) led by Prof. Barnaby Nelson at the Centre for Youth Mental Health, The University of Melbourne, and Orygen. This position will be part of an NHMRC Centre of Research Excellence (CRE) in predicting outcomes in early stage mental disorders ('PRE-EMPT'), and will also contribute to the NIH funded PRESCIENT research network aimed at similar goals. Relevant information regarding these research projects can be found at:

<https://pre-empt.org.au/>

<https://www.ampscz.org/>

The Research Fellow will have primary responsibility for research, publication and engagement on projects focused on elucidating predictors and mechanisms associated with onset of a range of mental disorders in young people. Specifically, the Research Fellow will work with clinical and epidemiological datasets applying predictive modelling methods to multimodal data (e.g., clinical, neurocognitive, neuroimaging data) to develop prediction models for a range of clinical outcomes. We are particularly interested in working with time series and longitudinal data. The Research Fellow is expected to generate and drive new research ideas related to this topic. The

Research Fellow will also be supported in applying for grant funding, such as fellowships, to support their own independent research.

The Research Fellow will be part of the CRE group of early career researchers and investigators, but also participate in the broader research activities of the Ultra High Risk for Psychosis Research Program.

This position reports to the Head of the Ultra High Risk for Psychosis Research Team, Professor Barnaby Nelson.

Important legal note. University of Melbourne employees are required at all times to continue to adhere to University policies, procedures, regulations and statutes. Orygen employees are required to adhere to Orygen policies and procedures. However, 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.

## ***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.

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 staff, as appropriate to the discipline.

A level B academic will contribute to teaching at undergraduate, honours and postgraduate level, and/or engage in independent scholarship and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline. They will undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the institution.

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 multidisciplinary studies related to predictors and mechanisms associated with transdiagnostic mental disorder in young people, including analysis of clinical, cognitive, genetic, neuroimaging, and biological data using advanced statistical methods (e.g. computational modeling, machine learning). The analysis may also include working with time series data.
- ▶ Produce high quality scientific publications based on research findings in the above-mentioned studies;
- ▶ Further development of an academic research profile in the areas of youth mental health

- ▶ Contributing to grant applications in the Ultra High Risk for Psychosis research team.
- ▶ Managerial aspects of the CRE, such as reporting to Human Research and Ethics Committees, website and database maintenance, recording CRE outputs, coordination of CRE meetings, and other CRE activities.
- ▶ Supervision of students and junior staff who work in the Ultra High Risk research program, with a particular focus on leadership within the PRE-EMPT Centre of Research Excellence;
- ▶ 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;
- ▶ Effective demonstration and promotion of Orygen and University values including diversity and inclusion and high standards of ethics and integrity;
- ▶ 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.
  - ▶ Create ethics applications and report to the ethics committees

## ***2. Selection Criteria***

### **2.1 ESSENTIAL**

- ▶ PhD in neuroscience, psychology, psychiatry, 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.
- ▶ All Orygen sites are healthcare facilities. In line with Mandatory Vaccination Directions, all Orygen staff are required to be fully vaccinated (three vaccinations) against COVID-19. This requirement includes Centre for Youth Mental Health, University of Melbourne employed staff.
- ▶ This position requires the incumbent to hold a current and valid Working with Children Check and to complete a Police Records check.
- ▶ CYMH/Orygen is located over several metropolitan and regional locations, staff may be required to travel to, or work from, other sites and campuses as required.

## ***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 service 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 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. Reporting arrangements are through the University of Melbourne structure with a direct report to Professor Jane Gunn, Dean of the Faculty.

### **5.2 ORYGEN**

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](http://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>