

Position Description

Associate Professor - Head of Practice and Service Development

Position No:	NEW
Business Unit:	Office of the Provost
Division:	School of Psychology and Public Health
Department:	The Bouverie Centre
Classification Level:	Level D
Employment Type:	Continuing, Full time
Campus Location:	Brunswick, The Bouverie Centre
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

The Bouverie Centre - <https://www.latrobe.edu.au/research/centres/health/bouverie>

About The Bouverie Centre

Healthy relationships in families, organisations and communities

The Bouverie Centre is a Practice-Research-Translation Centre within the School of Psychology and Public Health at La Trobe University. The Centre is also a Statewide Specialist Mental Health Service within Victoria's public mental health system. The Bouverie Centre has a vision of healthy relationships in families, organisations and communities and integrates clinical family therapy, practice and service development, academic training in family therapy and a rapidly developing research program. The Centre receives recurrent funding from the Victorian Department of Health and generates income through fee-for-service work with health and other human services.

A large School within the university, the School of Psychology and Public Health undertakes teaching and research across a broad range of disciplines, including: Family Therapy; Art Therapy; Rehabilitation Counselling; Psychology; Counselling; Neuroscience; Public Health; Digital Health and Analytics; Health Information Management; and Ergonomics, Safety and Health. The School currently comprises seven academic units: the Department of Public Health, the Department of Psychology and Counselling, the Centre for Alcohol Policy Research (CAPR), the Centre for Health Communication and Participation (CHCP), the Olga Tennison Autism Research Centre (OTARC), the Australian Research Centre in Sex, Health and Society (ARCSHS) and The Bouverie Centre.

Position Context/Purpose

The Associate Professor/Head of Practice Development & Service Development is responsible for developing, leading and managing The Bouverie Centre's workforce development and implementation operations as a teaching and research academic staff member. The aim of this portfolio is to build the capability of mental health and other human services to constructively include families in care. This role includes close alignment with the Centre's research and clinical programs and external service and research partners to procure, lead and conduct high level implementation projects and translation research.

The Associate Professor in Systemic Practice Development reports to the Director of The Bouverie Centre and may also act as Deputy Director of the Centre when required. The position has direct reports from leaders of Workforce Development, Online Production and Statewide FaPMI Co-ordination teams which together constitute the Practice and Service Development program.

As a Level D Associate Professor, it is expected that the incumbent has made independent and original and innovative contributions to their field of study / research, which is recognized as outstanding nationally or internationally. The incumbent will make original contributions to training and implementation research and foster the research activities of others, including supervision of PhD level research in implementation science/family and systemic practice.

With this, the incumbent will offer high-level program managerial functions with a clear accountability for a) workforce building program performance and b) executive project procurement and management with a clear accountability for enhanced partnerships and income generation. It is expected at this level that the incumbent provides leadership in implementation research relevant to the role and leads associated knowledge dissemination.

The position sits on the Bouverie Centre Executive Management Group and is expected to contribute to the overall leadership and management of the centre.

This role will have significant procurement responsibilities with an expectation that the incumbent will maintain existing contracts and lead a procurement strategy that secures significant new projects and training funding. Currently, this is in excess of AUD 1 Million per year, with an expectation of growth over the next 5 years

Duties at this level will include:

Generic Duties

- Lead and manage large research projects and/or teams and play a major role in all aspects of major research projects.
- Supervise Higher Degree by Research (HDR) and major Honours or postgraduate research projects.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.

Specific duties/accountabilities for this position

- Develop and manage the operations of the Practice and Service Development program across its' workforce training, project management, online production and Statewide FaPMI co-ordination roles
- Determine the overall directions of Practice and Service Development in conjunction with the Director, the Executive and program staff.
- Generate income from ongoing fee for service professional development and through winning major workforce and research projects funded by State and Federal government departments and large human service organisations
- Lead major implementation projects and the implementation arm of clinical research projects
- Engage and establish ongoing relationships with, industry partners, government and research organisations to have real world impact through improving practice and generating influential research
- Ensure that the work of the Practice and Service Development program is integrated with the Centres' research, clinical practice and academic teaching
- Supervise managers of the Workforce Development, Project Management, FaPMI Statewide Co-ordination and On-line Production Teams to deliver high quality services through the provision of constructive feedback and support
- Perform the role of Deputy Director of the Centre if required, including acting in the role of the Director in their absence
- As a member of the Centre's executive committee contribute to the overall leadership and management of the Bouverie Centre

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD or equivalent accreditation and standing together with subsequent research experience.

Generic skills

- Strong record of publications, including papers in top-tier and high-impact journals, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area.
- Proven experience in supervising, mentoring and fostering the research activities of others.
- Significant experience in preparing research proposal submissions to external funding bodies and a strong record of securing research funding through competitive grants, industry grants or consultancies.

Specific skills and knowledge or define tasks required for this position

- Sound knowledge of implementation science particularly as this applies to health and other human services
- Demonstrated commitment to the inclusion of families in the provision of care in mental health and other human services
- Knowledge of research design appropriate to workforce and implementation research
- Proven experience in running large scale implementation projects
- Demonstrated ability to lead and develop staff teams to deliver high quality and innovative training and other implementation related activities
- Knowledge of the operation of mental health and other human service systems
- High level ability to work collaboratively as part of a leadership team

Desirable Skills

- Formal qualifications in Family Therapy

Capabilities required to be successful in the position

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and evaluating the way own behaviour impacts team culture and performance.
- Demonstrated creative, critical and systems thinking – generating ideas and recommending solutions to local and organisational problems.
- Ability to operationalise strategy, adapt quickly to disruption and actively contribute to a healthy team culture to successfully navigate change – implementing improvements to local and organisational practice.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials:

Date: