

Position Description

Associate Professor

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| Position No: | TBA |
| Department: | Psychology and Counselling |
| School: | Psychology and Public Health |
| Campus/Location: | Bundoora |
| Classification: | Level D (Teaching Focussed) |
| Employment Type: | Full-time (1.0 FTE) Continuing |
| Position Supervisor: Number: | Head of Department, Psychology and Counselling 50032231 |
| Other Benefits: | http://www.latrobe.edu.au/jobs/working/benefits |

Further information about:

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

College of Science, Health and Engineering – <http://latrobe.edu.au/SHE>

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Position Description

Position Context

One of the larger Schools within the University, the School of Psychology & Public Health undertakes teaching and research across a broad range of disciplines, including: Neuroscience; Psychology; Counselling; Rehabilitation Counselling; Art Therapy; Family Therapy; 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 Bouverie Centre, the Centre for Alcohol Policy Research (CAPR), the Centre for Health Communication and Participation (CHCP), the Olga Tennison Autism Research Centre (OTARC), and the Australian Research Centre in Sex, Health and Society (ARCSHS).

The Department of Psychology and Counselling is recognised as a leading authority in many areas of psychology, including clinical psychology, neuropsychology, social psychology, cognition, developmental psychology, and behavioural neuroscience, affirmed by achieving a ranking of 5 (above world standard) in Psychology research and 4 (well above world standard) in Neuroscience research in the Excellence in Research Australia (ERA) assessment. The Department has a dynamic higher degree program in a range of areas, with large numbers of Honours, Masters (including Professional Psychology and Clinical Psychology) and PhD students from Australia and overseas.

The Department offers a flexible range of postgraduate and undergraduate courses by which it aims to improve the health and wellbeing of individuals and communities through excellence in teaching and research. The postgraduate Professional Psychology program (5+1) and the professional specialist Masters in Clinical Psychology, are designed for postgraduate students who wish to pursue careers in professional psychology. These courses are very well established and have relevant external accreditation and partnerships with a range of health service providers. The La Trobe University Psychology Clinic, within the School of Psychology and Public Health, serves as a community clinic with the purpose of providing high-quality training for professional psychology postgraduate students.

The Department operates across multiple campuses and locations, including Melbourne (Bundoora), Bendigo, Albury-Wodonga, Mildura and Shepparton, although it does not base staff at the latter two campuses. The undergraduate Psychology programs, including Honours, are offered at Bundoora, Bendigo and Albury-Wodonga, whereas the postgraduate professional specialist program is currently offered only at Melbourne (Bundoora), and the Master of Professional Psychology (5+1) at Bendigo. HDR students can be based at any campus, subject to supervisor availability. The Department also partners with an external third-party provider, La Trobe Melbourne (LTM) to deliver content in undergraduate Psychology.

The University has longed worked in partnership with health and community services, including community health centres, mental health facilities, private hospitals and clinics, and DHS funded human service facilities. A key enabler is the Academic Research Collaborative in Health (ARCH) – La Trobe’s partnership with over eight leading Victorian healthcare providers and other stakeholders transforming the University’s clinical research capability and co-partnering with consumers to improve health of Australians and train the future clinical and research workforce.

Associate Professor (Director, Clinical Training)

Appointed with the title of Associate Professor and a classification of Teaching Focused, the Director, Clinical Training, will provide leadership and foster excellence in clinical teaching and learning in the discipline of Psychology.

A Level D teaching-focused academic will normally make an outstanding contribution to the development of their discipline or profession, through original and innovative inputs to the advancement of scholarship, teaching and administration activities. They will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline.

In their role of Director, Clinical Training, they will oversee and coordinate the internal and external placement components of the Department's psychology programs.

The external placement component is supported by dedicated Academic Clinical Coordinators (ACCs) for each of our postgraduate programs – currently the Master of Clinical Psychology (MCP) and Master of Professional Psychology (MPP). The ACCs are responsible for direct placement coordination and are, in turn, supported by a centralised team of professional & administrative staff.

The internal placement component is operated through the La Trobe Psychology Clinic. The Director, Clinical Training will oversee a small team of academic staff (ongoing and sessional staff) engaged in the clinical practice and supervision of trainee psychologists within the clinic. A key position in that team is the Deputy Director, Clinical Training, who will have management responsibility for the clinic practice, including clinical governance, OH&S, data protection, managing expenditure, oversight of the test library and other clinical assets, and compliance to university, state and federal policies and legislation. They will be supported by School-based professional & administrative positions, including a Senior Coordinator responsible for operational issues and an Administrative Assistant (Clinical Services).

Duties specific to this position:

- Oversight of the effective management of internal and external practicum placements for postgraduate students, including overseeing the supervision arrangements required for students and potentially providing some direct case supervision.
- Oversight of staff engaged in the clinical practice and supervision of trainee psychologists within the clinic.
- Oversight of all staff working as Academic Clinical Coordinators for each of the postgraduate programs.
- Provision of leadership in seeking and developing new services and specialist clinics in consultation with other members of the clinical training team within the Department.
- Maintaining and developing professional relationships with a variety of community and health agencies to build a referral basis for the Clinic and to support placements for postgraduate students in the School.

Other Duties at this level will include:

- Make an ongoing leadership contribution to academic governance and administration within the School.
- Deliver senior academic leadership in evidence-based learning and teaching quality assurance, management, and delivery of strategic educational enhancement programs.
- Undertake high quality teaching, course and subject coordination at scale, including development and dissemination of exemplar curriculum and teaching approaches across the School.
- Encourage intellectual development and career aspirations of students.
- Provide high-quality supervision of professional psychology postgraduate students as part of their practicum requirements.
- Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
- Build and maintain partnerships with potential domestic and international partners.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentoring them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.
- Undertake other duties commensurate with the classification and scope of the position as required by the Head of Department or Head of School.

Essential Criteria:

Skills and knowledge required for the position:

- A higher degree in a relevant field, and a postgraduate qualification in higher education, or an equivalent combination of recognition and experience.
- Professional qualification for providing casework supervision of Psychology postgraduate students, including:
 - Full registration as a Psychologist with *the Psychology Board of Australia*;
 - Endorsement as a Clinical Psychologist or eligibility for endorsement;
 - Membership or eligibility for membership of the Australian Psychological Society (APS) and the APS College of Clinical Psychologists;
 - Approval or eligibility for approval as a supervising psychologist at the higher degree program level, by the Psychology Board of Australia.
- Extensive clinical experience in the management and provision of Psychology services, either within the health care sector or private practice settings, including highly developed skills in managing and leading a clinical workforce.
- Demonstrated effectiveness and leadership in curriculum development and teaching with a proven commitment to excellence in teaching.
- Evidence of effective contributions to leadership and management at the Department/School/College or University level.
- Proven ability to build sustainable relationships with a range of industry partners and evidence of the ability to promote research links with outside organisations/agencies.
- Proven leadership skills with a demonstrated capacity to manage and mentor less senior staff.
- Demonstrated strong communication and collaboration skills, including the ability to effectively negotiate, influence and support professional development with staff from a diverse range of backgrounds.

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.
- Ability to work collaboratively across functions, tailor communication in a way that is meaningful to the audience and contribute to a safe, inclusive, high-performing culture – consistently modelling accountability, connectedness, innovation and care.
- 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.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture.
- Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation within local area, enabling staff members to evaluate current work practices and identify solutions to local and organisational problems.

Other relevant 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.
- The Department currently bases staff at the Melbourne (Bundoora), Bendigo and Albury-Wodonga campuses. While this position will be primarily based at Bundoora the incumbent will be required to coordinate staff based at other campuses and/or may be allocated teaching which requires them to travel to other campuses.

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.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

La Trobe Cultural Qualities

Our cultural qualities underpin everything we do. As we work towards realising the strategic goals of the University we strive to work in a way which is aligned to our four cultural qualities:

- We are **Connected**: We connect to the world outside — the students and communities we serve, both locally and globally.
- We are **Innovative**: We tackle the big issues of our time to transform the lives of our students and society.
- We are **Accountable**: We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.
- We **Care**: We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities.

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Initials: Date: