



## POSITION DESCRIPTION

**Department of Psychiatry**  
Faculty of Medicine, Dentistry and Health Sciences

### Research Assistant in Aged Mental Health

<b>POSITION NO</b>	0045224
<b>CLASSIFICATION</b>	Research Assistant, Level A Grade 2
<b>WORK FOCUS CATEGORY</b>	Research Focused
<b>SALARY</b>	\$69,148 - \$93,830 p.a. (pro rata)
<b>SUPERANNUATION</b>	Employer contribution of 9.5%
<b>WORKING HOURS</b>	Part-time (70% FTE)
<b>BASIS OF EMPLOYMENT</b>	Fixed term position available for 3 years Fixed term contract type: Externally funded
<b>OTHER BENEFITS</b>	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/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> , under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Professor Nicola Lautenschlager Tel +61 3 8387 2326 Email <a href="mailto:nicolatl@unimelb.edu.au">nicolatl@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 websites:  
[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## ***Position Summary***

This is a 3 year new position and is created for joining the research team running a world first clinical trial which was recently funded by the NHMRC. The primary aim of this trial running in both Melbourne and Perth is to investigate whether an intervention with structure Behaviour Activation (BA) to (non-pharmacological psychological intervention) can significantly decrease the prevalence of depression among older adults living in residential care (up to 60 Residential Aged Care Facilities (RACF) in Melbourne). The successful applicant should be a clinician and will be responsible for training and supervising the Melbourne Nursing home staff in conducting BA as well as the controlled intervention which is the Beyond Blue e-learning Profession Education to Aged Care (PEAC).

This position reports to the Director, Academic Unit for Psychiatry of Old Age (AUPOA)

## ***1. Key Responsibilities***

### **1.1 RESEARCH AND RESEARCH TRAINING**

- ▶ Participate in research independently and as a member of a research team
- ▶ Contribute to data collection and analysis, using specialised programs for qualitative/quantitative data assessment such as SPSS
- ▶ The co-production of conference and seminar papers and publications and attendance and presentations at conferences and seminars where appropriate
- ▶ Steady development of an academic research profile in the area of Aged Mental Health
- ▶ Contribute to publications arising from scholarship and research, such as publication of books and in peer reviewed journals
- ▶ Active participation in the communication and dissemination of research where appropriate
- ▶ Occasional contributions to teaching within the research field where appropriate

### **1.2 LEADERSHIP AND SERVICE**

- ▶ Actively participate at School and/or Faculty meetings and with guidance, contribute to planning activities or committee work to support capacity-building in the School/discipline.
- ▶ Identify sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice in the discipline
- ▶ Effective training of research support staff where required
- ▶ Participate in community and professional activities related to the relevant disciplinary area
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5

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

## 2.1 ESSENTIAL

- ▶ Recognised degree as a clinician in either Psychology, Nursing, Occupational Therapy, Social Work
- ▶ Keen interest in working with older people
- ▶ Keen interest in psychological interventions to improve mental health outcomes in older people
- ▶ Demonstrated an understanding of depression and its symptoms
- ▶ Strong evidence of ability and desire to build an academic career trajectory
- ▶ Demonstrated ability to apply research methodologies and quantitative/qualitative data analysis
- ▶ Demonstrated ability to contribute to independent and team based research in Aged Mental Health
- ▶ Demonstrated ability to articulate scholarly research through public presentations or University level forums
- ▶ Demonstrated excellent verbal and written communication skills for effective research collaboration and engagement
- ▶ Demonstrated experience of the ability to establish rapport with older people
- ▶ A current drivers licence

## 2.2 DESIRABLE

- ▶ Demonstrated Experience of being familiar with the RACF environment in Australia
- ▶ Demonstrated experience with psychological intervention for older people with symptoms of depression
- ▶ Demonstrated potential to supervise or co-supervise and mentor undergraduate, honours and graduate diploma stage postgraduate students where appropriate.

## 2.3 SPECIAL REQUIREMENTS

- ▶ This position is subject to a three month probation period.

## 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 University's People Strategy 2015-2020 and policies that address 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 Growing Esteem.

## ***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 ORGANISATION UNIT**

### **5.2 THE DEPARTMENT OF PSYCHIATRY**

<http://www.psychiatry.unimelb.edu.au>

The Department of Psychiatry at the University of Melbourne was established in the 1960s.

The Department has major units at Northwestern Mental Health, which is part of Melbourne Health, St. Vincent's Health and Austin Health. The Head of the Department of Psychiatry is the Cato Professor of Psychiatry, who is located in and also heads the Research unit at Northwestern Mental Health, located at the Royal Melbourne Hospital. In addition, there are a number of research centres, offices and units and many psychiatric units within Victoria that are affiliated with the Department of Psychiatry in which academic appointees of the Department are located.

The research structure of the Department comprises: Phoenix Australia, Centre for Posttraumatic Mental Health (PACPMH); Melbourne Neuropsychiatry Centre (MNC); Psychosocial Research Centre; Northern Psychiatry Research Unit; Academic Unit for Psychiatry of Old Age (AUPOA). The psychiatric units include those at the Sunshine and Northern hospitals and two private hospitals, the Melbourne Clinic (Healthscope) and the Albert Road Clinic (Ramsay Health Care). The Department of Psychiatry is involved extensively in direct clinical care delivery, development of service delivery, medical student and psychiatric trainee education and psychiatric research.

The Department plays a key role in the current medical curriculum for the graduate MD course in medicine, providing rotations in psychiatry for medical students and teaching in other sections of the course. The Department also offers many opportunities for students undertaking research projects in Phase 3 of the MD course, which comprises a significant research experience.

The research interests of the Department include molecular and cellular neuropathology, neuropsychiatry, neuroimaging, neuropsychology, psychosocial research, economic evaluation, psycho-neuroendocrinology, psycho-pharmacology, ethics, psychiatric epidemiology, service delivery in mental health, early psychosis schizophrenia, mood disorders, anxiety disorders, eating disorders, childhood psychiatric disorders, youth mental health, women's mental health, dementia and psychiatry of old age.

### 5.3 MELBOURNE MEDICAL SCHOOL

[www.medicine.unimelb.edu.au](http://www.medicine.unimelb.edu.au)

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

The MMS is composed of eight clinical departments (General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

The MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the school is highly collaborative and spans basic to translational research and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

### 5.4 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

[www.mdhs.unimelb.edu.au](http://www.mdhs.unimelb.edu.au)

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) plays a vital role in the delivery of the University of Melbourne's Strategic Plan 2015-2020: Growing Esteem by providing current and future generations with education and research equal to the best in the world. It is Australia's largest and leading biomedical research faculty. It employs more than 1,700 members of staff, has more than 8,000 students, and total revenue of \$607 million for 2015. Reflecting the complexity of today's global health landscape, the Faculty is made up of six different Schools and four Strategic Research Initiatives, and draws together all areas of human health, ranging from the most basic to the most applied areas

of research. The Faculty contributes close to 50 per cent of research conducted at the University.

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.

## 5.5 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>.

## 5.6 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive

engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.

Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

## 5.7 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 <http://www.unimelb.edu.au/governance>