



## POSITION DESCRIPTION

Department of Psychiatry, Melbourne Medical School  
Faculty of Medicine, Dentistry and Health Sciences

### Associate Professor of Ageing and Mental Health

<b>POSITION NO</b>	0040710.
<b>CLASSIFICATION</b>	Level D
<b>SALARY</b>	\$145,685 - \$160,500 p.a.
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>EMPLOYMENT TYPE</b>	Full-time fixed term position available for five years
<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> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Professor David Castle Tel +61 3 9231 4751 Email <a href="mailto:djcastle@unimelb.edu.au">djcastle@unimelb.edu.au</a>  <i>Please do not send your application to this contact</i>

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[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## ***Position Summary***

This position is in the Department of Psychiatry, Faculty of Medicine, Dentistry and Health Sciences and will be located at St Vincent's Hospital reporting to the Chair of Psychiatry at St Vincent's Aged Mental Health Service. It is expected that the successful candidate will work in collaboration with other Professors of Ageing both in psychiatry and medicine to help develop an ageing research agenda across the Department, Melbourne Medical School and the Faculty.

The appointee will be a world-class specialist in Psychiatry of Old Age with a commitment to research-driven, evidence-based psychiatric care. The Associate Professor of Ageing and Mental Health will provide outstanding academic leadership to promote multi-disciplinary psychiatric care and research that will contribute to the Academic Unit for Old Age Psychiatry's goals to integrate high-impact research with improved clinical care and teaching.

The successful applicant will build translational research capability in Psychiatry of Old Age and produce novel research that provides evidence for changes in clinical practice, health policy and service delivery that improves psychiatric care for older psychiatric patients.

The successful appointee will be offered an additional 0.3 EFT clinical contract with St Vincent's Hospital, Melbourne, with an expectation to conduct clinical work in the area of Old Age Psychiatry. Support for the position will include administrative support; and research assistant support for a period to be negotiated.

## ***1. Selection Criteria***

### **1.1 ESSENTIAL**

- ▶ A medical qualification, registrable or potentially registrable in Australia.
- ▶ An appropriate qualification from a specialist medical college or recognised equivalent.
- ▶ A PhD or a higher medical research degree (or equivalent research achievement) in a field relevant to psychiatry.
- ▶ Extensive clinical experience in Psychiatry of Old Age.
- ▶ An outstanding track record and exceptional distinction of research publications in peer-reviewed, highly-ranked international journals.
- ▶ A distinguished national and international research track record as evidenced by successful collaborations and international competitive research grants.
- ▶ A track record of successful leadership in research capacity building within the area of Psychiatry of Old Age.
- ▶ Demonstrated leadership in facilitating effective and collaborative multidisciplinary research across multiple organisations.
- ▶ A track record of success in incorporating research outcomes into policy and practice.
- ▶ Commitment to the highest standards of scientific and ethical integrity.
- ▶ Outstanding interpersonal skills, with excellence in building and maintaining relationships with key stakeholders (internal and external) at all times.
- ▶ A sustained record of excellence in teaching practice.
- ▶ Demonstrated ability to supervise higher degree research students.

## 1.2 DESIRABLE

A demonstrated commitment to knowledge exchange with engagement extending into the community.

## 2. *Special Requirements*

As this position will involve clinical work in hospitals, any offer of employment is subject to a satisfactory police record check and Working with Children check.

## 3. *Key Responsibilities*

### 3.1 TEACHING AND LEARNING

- ▶ Contribute to the development and delivery of teaching in Psychiatry of Old Age at the University, led by the Chair of Old Age Psychiatry.
- ▶ Contribute to postgraduate education and professional meetings in the discipline of Psychiatry of Old Age.
- ▶ Provide leadership in the maintenance of academic standards.

### 3.2 RESEARCH AND RESEARCH TRAINING

- ▶ Expand multidisciplinary research in Psychiatry of Old Age.
- ▶ Provide academic leadership for Psychiatry of Old Age across St Vincent's Hospital Melbourne and develop a strategic research agenda in partnership with the Academic Unit of Psychiatry Old Age.
- ▶ Produce novel, high quality research that provides evidence for changes in policy, clinical practice and service delivery that improves the quality and cost-effectiveness of Psychiatry of Old Age.
- ▶ Develop strong research collaborations within the Faculty of Medicine, Dentistry and Health Sciences and partner organisations.
- ▶ Promote collaboration across institutions, nationally and internationally, as required to further research in Psychiatry of Old Age.
- ▶ Obtain external funding for Psychiatry of Old Age research from research funding bodies at local, national and international levels.
- ▶ Present research activities at local, national and international meetings.
- ▶ Provide leadership and mentoring to Psychiatry of Old Age specialists undertaking or considering research activities
- ▶ Recruit, supervise and assist with supervision of postgraduate research students enrolled for research higher degrees.

### 3.3 LEADERSHIP AND SERVICE

- ▶ Build and lead an internationally recognised research program in Psychiatry of Old Age within the Department of Psychiatry and St Vincent's Mental Health
- ▶ Provide leadership in the provision of evidence-based clinical care to improve outcomes for Psychiatry of Old Age patients, their family and carers.
- ▶ Provide leadership in the ongoing professional development of Psychiatry of Old Age and training of the next generation of researchers in the field.
- ▶ Active participation on relevant Faculty and Department committees.

### 3.4 ENGAGEMENT

- ▶ Provide leadership and participate in community affairs within the professions and the community involved with Mental Health and Old Age.
- ▶ Participate in and contribute to the education and professional development activities of Mental Health of Old Age.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

## 4. Other Information

### 4.1 DEPARTMENT OF PSYCHIATRY

[www.psychiatry.unimelb.edu.au](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 and the Academic Unit for Psychiatry of Old Age. 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.

#### 4.2 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.

#### 4.3 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 \$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.

#### 4.4 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities. Further information about our reputation and global ranking is available at <http://futurestudents.unimelb.edu.au/explore/why-choose-melbourne/reputation-rankings>.

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus 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.

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>.

#### 4.5 ST VINCENT'S HOSPITAL

St Vincent's Hospital Melbourne (SVHM) is part of Australia's largest not-for-profit health service. It is governed by a national body, St Vincent's Health Australia under the direction of Mary Aikenhead Ministries. St. Vincent's is a leading teaching, research and tertiary health service providing integrated care across 19 sites throughout Melbourne.

Established in 1893, St. Vincent's is part of the Sisters of Charity Health service and comprises St. Vincent's Hospital Melbourne, St. George's Health Service, Caritas Christi Hospice and Prague House. For 115 years St. Vincent's has been providing the highest standards of care driven by concern for others, especially those in need. St. Vincent's has been a Teaching Hospital of the University of Melbourne since 1910. Located on the edge of Melbourne's central business district, St. Vincent's Hospital Fitzroy is in close proximity to the main Parkville campus of the University of Melbourne and is a full member of the Victorian Comprehensive Cancer Centre.

St Vincent's Hospital Melbourne provides a diverse range of adult clinical services including acute medical and surgical services, sub-acute care, medical diagnostics, rehabilitation, allied health, mental health, palliative care, correctional health and community residential care. A feature of the St Vincent's campus is the purpose built in-patient building that was opened in 1995. The acute hospital in Fitzroy has 420 inpatient beds and treats over 52,000 inpatients and has in excess of 110,000 outpatient attendances per year. The hospital has an operating revenue of more than \$550 million and employs over 5,500 staff. Inpatient and ambulatory care is provided in a range of medical and surgical specialties, supported by allied health services.

St Vincent's works with collaborative partners to deliver high quality treatment, teaching, education and research. These partners include the University of Melbourne, St Vincent's Institute, the O'Brien Institute, the Bionics Institute, the University of Wollongong, Eastern Palliative Care and the Australian Catholic University.

#### 4.6 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/index.html#home>

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.

#### 4.7 EQUITY AND DIVERSITY

Another key priority for the University is access and equity. The University of Melbourne is strongly committed to an admissions policy that takes the best students, regardless of financial and other disadvantage. An Access, Equity and Diversity Policy Statement, included in the University Plan, reflects this priority.

The University is committed to equal opportunity in education, employment and welfare for staff and students. Students are selected on merit and staff are selected and promoted on merit.

#### 4.8 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/unisec/governance.html>.

### 5. *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.