



POSITION DESCRIPTION

Phoenix Australia
Faculty of Medicine, Dentistry and Health Sciences

Associate Professor – Level D

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| POSITION NO | 0044118 |
| CLASSIFICATION | Associate Professor, Level D |
| WORKFOCUS CATEGORY | Research Focused |
| SALARY | \$145,685 - \$160,500 p.a. |
| SUPERANNUATION | Employer contribution of 17% |
| WORKING HOURS | Full-time |
| BASIS OF EMPLOYMENT | Fixed term for 3 years Fixed term contract type: External funding |
| OTHER BENEFITS | http://about.unimelb.edu.au/careers/working/benefits |
| HOW TO APPLY | Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number. |
| CONTACT FOR ENQUIRIES ONLY | Name: Associate Professor Meaghan O'Donnell, Director of Research, Phoenix Australia Tel +61 3 9035 7883 Email: mod@unimelb.edu.au <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

Position Summary

Phoenix Australia - Centre for Posttraumatic Mental Health is a legally independent not for profit incorporated association which sits academically within the Department of Psychiatry, The University of Melbourne.

The mission of Phoenix Australia is to be an international leader in building the capability of individuals, organisations and the community to understand, prevent and recover from the adverse mental health effects of trauma. Furthermore, Phoenix Australia aims to be at the forefront of world's best research and practice in veteran and military mental health.

This Level D – Associate Professor role is a high level senior role at Phoenix Australia. The successful candidate will be required to build a number of programs of research, with an emphasis on new, cutting edge research as well as translational research.

You will provide leadership, integration and oversight of two activity areas within Phoenix Australia:

- The Treatment Research Centre of the Centenary of Anzac Centre. The Anzac Centre will function as the nation's leading centre of research in veteran and military mental health. It will conduct research in its own right, collaborate with national and international partners, and assist in coordinating research in the field around the country. It will also integrate and translate research findings from Australia and around the world to generate policy, and program and treatment improvements in veteran and military mental health.
- Research at Phoenix Australia. Phoenix Australia has an ongoing research and translation agenda that ensures Phoenix Australia maintains its reputation as the leading posttraumatic mental health research centre in Australia.

This Level D position will report to the Director of Research. The incumbent will be based in the Department of Psychiatry, The University of Melbourne, and will be located at Phoenix Australia at Level 3, Alan Gilbert Building, 161 Barry Street, Carlton, 3053.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ In collaboration with the Director of Research, develop and effectively deliver key strategic objectives relating to research and evaluation, consistent with Phoenix's mission and goals;
- ▶ Support Phoenix Australia's research agenda in the area of posttraumatic mental health, and veteran and military mental health;
 - Lead a program of research at the Centenary of Anzac Centre that supports meeting the key performance indicators set for the Centre.
- ▶ Oversee research administration activities such as record keeping (projects/papers in progress, publications, etc), internal communication and meetings around research.
- ▶ Make a major original and innovative contribution to research in the area of posttraumatic mental health;
- ▶ Contribute to knowledge transfer through publication of research in peer review journals, and through presentations at national and international forums.

- ▶ Obtain both competitive and non-competitive grant funding to support research and evaluation activities;
- ▶ Develop productive national and international research collaborations;

1.2 SERVICE AND LEADERSHIP

- ▶ Provide academic participation in strategic planning of research activities at Phoenix.
- ▶ Contribute to leadership in research and other areas within the centre, department and faculty.
- ▶ Attend and significantly contribute to internal meetings.
- ▶ Play a leadership role in the mentorship, supervision and support of Phoenix staff in research;
 - Support research staff lead research and evaluation projects;
 - Support research staff in business development activities with government, industry and community agencies;
 - Support research staff write competitive (Level 1) grants with funding organisations such as the National Health and Medical Research Council, and the Australian Research Council;
- ▶ Supervise postgraduate students and postdoctoral students;
- ▶ Mentor and supervise Phoenix Australia academic staff and assist with development of the work of other groups and individuals within Phoenix Australia and more broadly in the University;

1.3 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- ▶ Allocate and monitor workload and address associated issues in a timely manner.
- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A degree in psychology, medicine, or a related health discipline from a recognised university, as well as a specialist postgraduate qualification in a mental health field;
- ▶ A PhD or other Doctoral level research qualification;
- ▶ A clinical mental health qualification and experience treating clinical patients with posttraumatic psychiatric disorders;
- ▶ Demonstrated international reputation and leadership in research in the field of posttraumatic mental health;
- ▶ Evidence of an ability to collaborate effectively through a strong national and international network of researchers;
- ▶ An exceptional record of contribution through scientific publications in refereed journals of high international standing;
- ▶ Consistent record of attracting both competitive and non-competitive research funding;
- ▶ Strong experience and demonstrated success in leading multidisciplinary research teams and a track record of leadership of supervision of higher degree students;
- ▶ Evidence of strong management and leadership skills;
- ▶ Proven ability to work both independently and as part of a team, with strong interpersonal and communication skills, and a demonstrably high level of initiative and negotiation skills.

2.2 DESIRABLE

- ▶ Eligibility for professional registration in the State of Victoria, Australia to practice as a clinical psychologist, psychiatrist, or other recognised mental health provider;
- ▶ A strong background in business management and/or qualifications in a business-related field;
- ▶ Experience in the area of health program monitoring and evaluation;
- ▶ A track record of “engagement”, evidenced by dissemination of research findings to the non-scientific community (e.g., government, policy makers, providers and/or consumers) through reports, seminar/conference presentations, policy recommendations, etc.
- ▶ A track record of research and/or clinical experience with veteran and military populations.

2.3 SPECIAL REQUIREMENTS

- ▶ Interstate travel, with overnight stays, may be required at times.

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 PHOENIX AUSTRALIA (PA)

PA is a legally independent, not for profit incorporated association which sits academically within the Department of Psychiatry, the University of Melbourne. It reports to a Board of Management with members including representatives from the Department of Veterans' Affairs, Department of Defence, the University of Melbourne and independent members. All staff are employed by the University of Melbourne and permanently seconded to PA.

In line with its mission, PA has three distinct but interrelated roles:

- A strong **research** and evaluation focus, conducting and facilitating studies into many aspects of trauma-related mental health and wellbeing. Some of this research is commissioned by key stakeholders, while other studies are funded by competitive grants from bodies such as NH&MRC. ACPMH also has a key role in

disseminating important findings and developments from the international trauma research literature.

- ▶ Provision of **policy and service improvement advice** to Federal and State governments, as well as to various public and private sector organisations with an interest in improving mental health outcomes following trauma. This work includes activities such as policy and program advice about the full range of issues associated with the mental health effects of trauma, development of service models, quality improvement and assurance, and the dissemination of clinical practice guidelines.
- ▶ It also conducts and supports a broad range of awareness, **training and education** initiatives in the field of posttraumatic mental health

Wherever possible, PA's work is integrated such that research findings form the basis of our policy and service improvement advice, which, in turn, informs our training and education agenda. The staffing profile includes experienced clinicians and researchers and PA is internationally recognised for its work in the field.

For further information, visit PA's website at www.phoenixaustralia.org

5.2 DEPARTMENT OF PSYCHIATRY

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 unit at Northwestern Mental Health, located at the Royal Melbourne Hospital. The Department is administered through the Royal Melbourne Hospital Academic Centre. 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: Australian Centre for Posttraumatic Mental Health (ACPMH); Melbourne Neuropsychiatry Centre (MNC); Psychosocial Research Centre; Northern Psychiatry Research Unit and the International Mental Health Cluster located within the Nossal Institute for Global Health. 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 new 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.

The Department presently has more than 80 academic teaching and research staff, 20 professional staff and a large number of distinguished honorary staff. The department currently supervises 30 Research Higher Degree students and has 60 enrolments in the Masters of Psychiatry degree. The total research income for the Department in 2011 was

\$7,368,871. In 2011, members of the Department published 341 peer reviewed journal articles.

Further information about the Department is available at <http://www.pyschiatry.unimelb.edu.au>

5.3 MELBOURNE MEDICAL SCHOOL

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

5.4 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

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.

5.5 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>