



POSITION DESCRIPTION

Centre for Mental Health, Melbourne School of Population and Global Health
Faculty of Medicine, Dentistry and Health Sciences

Research Fellow – Mental Health

| | |
|-------------------------------|--|
| POSITION NO | 0044682 |
| CLASSIFICATION | Level B |
| WORK FOCUS CATEGORY | Academic Specialist |
| SALARY | \$98,775 - \$117,290 p.a. |
| SUPERANNUATION | Employer contribution of 9.5% |
| WORKING HOURS | Full-time or part-time (0.8 - 1 FTE, negotiable) |
| BASIS OF EMPLOYMENT | Fixed term position available until 31 July 2019 Fixed term contract type: Externally funded contract employment |
| 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 | Dr Bridget Bassilios Tel +61 3 8344 0662 b.bassilios@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

The position of Research Fellow (Mental Health) sits within the Centre for Mental Health. Specifically, s/he will work as a member within the Mental Health Policy and Practice Unit team involved in evaluating mental health care reforms being led by Primary Care Networks (PHNs). From July 2016, 31 PHNs across Australia have received flexible funding to pay mental health organisations (or workers) to deliver services across six areas:

- low intensity psychological interventions (i.e., treatments that require relatively less resources and/or are cost-saving) for people with, or at risk of, mild mental illness;
- psychological therapies delivered by mental health professionals to underserved groups;
- early intervention services for children and young people with, or at risk of, mental illness;
- services for people with severe and complex mental illness who are being managed in a primary care setting;
- enhanced Aboriginal and Torres Strait Islander mental health services; and
- a regional (or local) approach to suicide prevention activities with a focus on improved follow-up for people who have attempted suicide or are at high risk of suicide.

Ten PHNs (referred to as 'Lead Sites') have been selected to act as mental health improvement leaders in the following focus areas: (1) Regional planning and service integration; (2) Stepped care (offering a range of treatments, from the least to the most resource intensive, matched to the individual's needs); (3) Low intensity services; (4) Services for youth with, or at risk of, severe mental illness; and (5) Clinical care coordination for adults with severe and complex mental illness. The leadership work of these 10 PHNs is referred to as the PHN Mental Health Reform Lead Site Project (Lead Site Project).

The Australian Government has funded the University of Melbourne to conduct an evaluation which involves gathering qualitative and quantitative information about the approaches taken by Lead Sites to the five focus areas. Qualitative data is obtained via a range of stakeholders (the Department of Health, PHNs, service providers, consumers and carers) via focus groups, interviews, surveys and observation at workshops and meetings; and quantitative data will be in the form of routinely-collected consumer- and session-level data on the processes and outcomes of care. The evaluation will help to inform future government decisions and the activities of PHNs more generally. The evaluation has two major parts, each with separate requirements. Part A relates to the first four focus areas and involves collecting information from a range of sources. Part B ('Link-me') relates to the fifth focus area (clinical care coordination) and involves a randomised controlled trial (RCT) that will be run in 18 general practices.

The Research Fellow will work closely with a Senior Research Fellow on the day-to-day evaluation activities related to Part A of the evaluation. Responsibilities include the collection of qualitative and quantitative data, conducting qualitative and quantitative data analysis, preparing reports and journal articles, and presenting findings to relevant stakeholders. The role involves a strong liaison and relationship management element with organisations involved in mental health service implementation and/or funding (e.g., Department of Health, PHNs and service providers etc.). Some interstate travel is required to conduct qualitative data collection and present findings at relevant forums.

This is an exciting opportunity for a Research Fellow to be involved in the work of the Mental Health Policy and Practice Work Stream. This Stream works on evaluations of national mental health programs, which provide mental health services to consumers via various programs funded by the Australian Government. The Research Fellow will be primarily devoted to the

Lead Site Project evaluation but there may be opportunities for involvement in other mental health program evaluations and research.

The Research Fellow (Mental Health) will report directly to the project coordinator, Dr Bridget Bassilios.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Participate in research independently and as a member of a research team
- ▶ Produce quality conference and seminar papers and publications
- ▶ Effective supervision of research support staff
- ▶ Provide effective supervision of major honours or postgraduate research projects and supervise or co-supervise Research Higher Degree and Honours students
- ▶ Produce publications arising from scholarship and research, such as books and peer reviewed journal articles
- ▶ Identify sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice in the discipline
- ▶ Significantly contribute to all aspects of the Lead Site Project evaluation:
 - Liaise with relevant organisations, including provision of proactive and reactive support to participants and stakeholders involved in the evaluation. This includes day-to-day contact via telephone and email, as well as the provision of written information in the form of newsletters, information sheets etc.
 - Conduct qualitative data collection and analysis
 - Conduct quantitative analysis of routinely collected consumer- and session-level data
 - Take a lead role/significantly contribute to producing reports, journal articles and conference presentations
- ▶ Contribute to the broader research effort of the Mental Health Policy and Practice Unit

1.2 LEADERSHIP AND SERVICE

- ▶ Actively participate at School and/or Faculty meetings and contribute to planning or committee work to build capacity in the School/discipline.
- ▶ Actively participate in key aspects of engagement within the University e.g. School's outreach, first year orientation, academic advice to external bodies
- ▶ Participate in community and professional activities related to the relevant disciplinary area including attendance and presentations at conferences and seminars
- ▶ Positive engagement in learning and career development of self and others
- ▶ 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

- ▶ PhD or near completion of PhD in relevant area or equivalent professional qualification
- ▶ Demonstrated track record in independent and team based research in mental health program and/or policy evaluation or related area
- ▶ Developing research profile at a national level as evidenced by:
 - Identification of sources of funding to support individual or collaborative projects relating to teaching, research and leadership practice in the discipline
 - developing publication record in high-impact peer reviewed journals
- ▶ Strong interpersonal and communication (verbal and written) skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively
- ▶ Demonstrated ability to expertly apply research methodologies and quantitative/qualitative data analysis (including experience with SPSS/STATA and NVivo) to large datasets
- ▶ Ability to mentor and guide junior research staff in their academic trajectory
- ▶ Ethical scholar who values diversity and works effectively with individual differences

DESIRABLE

- ▶ Demonstrated success in obtaining research funding,
- ▶ Experience in supervision of higher degree and post-doctoral research students
- ▶ Understanding of the Australian mental health policy context in general, and of recent developments in particular
- ▶ Experience in working with PHNs

2.2 SPECIAL REQUIREMENTS

- ▶ Interstate travel will be required to present findings at relevant forums and conduct qualitative data collection (e.g., focus groups, interviews with stakeholders)

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 THE CENTRE FOR MENTAL HEALTH

The Centre for Mental Health aims to improve mental health and mitigate the impact of mental illness at a population level. It does this through high quality, collaborative, interdisciplinary research, academic teaching, professional and community education, and mental health system development.

The Centre contributes to evidence-informed mental health policy and practice in Australia and internationally through the work of its three units:

- Mental Health Policy and Practice
- Population Mental Health
- Global and Cultural Mental Health

The Centre's three units are involved in active and productive collaborations within the University and beyond. These relationships range from not-for-profit agencies like Mind Australia through to international NGOs such as the World Health Organization, and enable us to translate our research into policy and practice.

The position sits within the Mental Health Policy and Practice unit which aims to influence policy and practice in Australia through: evaluations of large-scale mental health and suicide prevention programs; epidemiological and intervention studies in the area of suicide and its prevention; and projects on suicide, mental health and the media.

<http://mbspgh.unimelb.edu.au/research-groups/centre-for-mental-health>

5.2 THE MELBOURNE SCHOOL OF POPULATION AND GLOBAL HEALTH

The Melbourne School of Population Health was established in the Faculty of Medicine, Dentistry and Health Sciences in 2001. It became the Melbourne School of Population and Global Health in 2013. Approximately 350 people work in the School. The School employs 223 academic staff, and 111 professional staff. A further 15-20 staff are employed through

partner agencies. The School's total budget is in excess of \$50m. There are approximately 120 higher degree research students (predominantly PhD). The School aims to strengthen the understanding, capacity and services of society to meet population health needs and to improve the quality and equity of health care. It employs a population health framework that incorporates public health and preventative medicine, health promotion, clinical medicine and allied healthcare disciplines and an equity and evidence-based approach to health care and health policy. Its research programs aim to elucidate the genetic, environmental, social and economic determinants of health, and to focus on the evaluation of the health systems, programs and services that seek to prevent disease and injury and to promote health. The School provides research and professional development opportunities for medical undergraduates, postgraduates in a wide range of disciplines, clinicians in all sectors of the health care industry, scientists, professionals and leaders in population health.

The School is currently composed of four Centres, one Institute and two partnership units:

► **Centres**

- Academic Centre for Health Equity (CHE)
- Centre for Health Policy (CHP)
- Centre for Epidemiology and Biostatistics (CEB)
- Centre for Mental Health (CMH)

► **Institutes**

- The Nossal Institute for Global Health (NIGH)

► **Partnership Units**

- Vaccine and Immunisation Research Group (VIRGo)
- Global Burden of Disease Group

Further information about the School is available at <http://mspgh.unimelb.edu.au/>

5.3 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.

5.4 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>.

5.5 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.

5.6 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>