

Professor and Head of Department of Psychiatry, Monash University

Director of Research, Monash Health

Position Description

Last Updated: 27 August 2018

Position Title:	Professor and Head of Department of Psychiatry, Monash University Director of Research, Monash Health
Reports to:	Head, School of Clinical Sciences, Monash University and Program Director, Mental Health, Monash Health
Location:	Based at Monash Medical Centre, Clayton and will be required to work across Monash sites

Organisational context

Monash University

Monash University, Australia's largest university, is a university of transformation, progress and optimism. Our people are our most valued asset, with our academics among the best in the world and our professional staff revolutionising the way we operate as an organisation. For more information about our University and our exciting future, please visit www.monash.edu.

The **Faculty of Medicine, Nursing and Health Sciences** is the University's largest research faculty. World-class researchers work across disciplines including laboratory-based medical science, applied clinical research, and social and public health research. The faculty is home to a number of leading medical and biomedical research institutes and groups, and has contributed to advances in many crucial areas. Its expertise in life sciences and biomedicine is recognised both nationally and internationally. To learn more about the faculty, please visit <https://www.monash.edu/medicine>

The School of Clinical Sciences at Monash Health (SCS) is the largest clinical teaching school of Monash University. Most of the school's research and teaching activities are based near the main university campus at Monash Medical Centre Clayton although activities also extend to a number of external sites including Dandenong, Casey, and Moorabbin Hospitals and Monash Health's Kingston Centre. SCS is a partner of the Monash Health Translation Precinct (MHTP), a collaboration partnership between Monash University, Monash Health, and the Hudson Institute for Medical Research. The school's researchers collaborate closely with relevant clinical areas in the hospital and in many cases hold senior clinical positions. Researchers also liaise closely with the Hudson Institute of Medical Research which is located on site and forms a Department of Molecular and Translational Sciences in the school, as well as other parts of the University and external research organisations. The School is host to five University Research Centres, is also a key partner of the Monash Institute of Medical Engineering and has collaborations with researchers in the Faculties of IT and Science. In 2017 the School's researchers published >800 papers, and had >200 PhD students enrolled including >50 medical graduates, and generated ~\$30M in research funding. The School runs major programs supporting career development of new investigators and women. Further details may be found at <http://www.med.monash.edu.au/scs>

The **Department of Psychiatry** is a Department of the School of Clinical Sciences at Monash Health, which provides academic leadership in teaching and research embedded within the University's activities at campuses of Monash Health. In partnership with Monash Health it also runs a strong postgraduate psychiatry training program. The Department of Psychiatry has a strong tradition of research in Developmental Psychiatry and Psychology, Aged

Persons' Mental Health, Consultation-Liaison Psychiatry, Psychiatric Epidemiology and Health Services Research, and Clinical Trials. More recently, research has expanded to include a growing Translational Molecular Psychiatry unit. The Centre for Developmental Psychiatry and Psychology, and Southern Synergy, are two research units in the Department that are official University Research Centres. Further details may be found at www.med.monash.edu.au/scs/psychiatry

The **Monash Centre for Developmental Psychiatry and Psychology (CDPP)** was established in 1989 by foundation Professor Emeritus Bruce Tonge as a joint clinical research and teaching centre of Monash University and Monash Health. It has a vision to be Australia's leading clinical research centre in developmental psychiatry and psychology. The CDPP undertakes research in two major streams: 1. The psychopathology and treatment of developmental disabilities (intellectual disability, including autism); and 2. The phenomenology and treatment of emotional (internalizing) disorders such as depression and anxiety. It also has major undergraduate and postgraduate teaching programs, including a successful child psychotherapy training stream within the Masters of Mental Health Science degree. It collaborates with Mindful, the State CAMHS workforce training program, as well as contributes to government policy development, service delivery and professional and consumer / carer organisations. Further details may be found at www.med.monash.edu.au/scs/psychiatry/developmental/.

Southern Synergy was jointly established in 2003 with Monash Health and continues to be closely linked with and supported by the Monash Health Mental Health Program. It is based primarily in accommodation at Dandenong Hospital - Monash Health - Adult Mental Health though staff may also be situated from time to time at other accommodation within other campuses of Monash Health and Monash University. Particular strengths of the Centre lie in a unique combination of research, training and clinical academic staff with close linkage to a major mental health care provider. The Centre's multidisciplinary team consists of members from psychiatry, clinical psychology, social work, epidemiology and biostatistics, health economics and sociology. Further details may be found at <https://www.monash.edu/medicine/scs/psychiatry/research/southern-synergy>.

Monash Partners

The **Monash Health Translation Precinct (MHTP)** is a collaborative initiative of Monash Health, Monash University and Hudson Institute of Medical Research which strengthens links between education and training, basic and clinical research, and patient care. The MHTP combines the research efforts of over 400 scientific staff, over 200 postgraduate students, and hundreds of clinician researchers who occupy 4 dedicated research buildings onsite. Neuroscience and Mental Health is a major theme of the MHTP. The MHTP also benefits from the opening in 2015 of the 10,000m² MHTP Translational Research Facility, incorporating a dedicated Clinical Trials Centre, multiple technology platforms including medical genomics, proteomics, flow cytometry, histology, and cell-based therapies. Further details may be found at: <http://www.mhtp.org.au>.

Monash Partners Academic Health Science Centre (MPAHSC) is an initiative of eight independent, world class providers of health services, health research and health education in the south and east of Melbourne, Australia. The Members are: Alfred Health; Baker IDI; Burnet Institute; Cabrini Health; Epworth HealthCare; Monash University; Hudson Institute of Medical Research; and Monash Health. Monash Partners provides the foundations for borderless clinical care and translational research to be available across an immediate catchment population of 2.8 million people. In March 2015 Monash Partners was recognised by the National Health and Medical Research Council as one of the first four Advanced Health Research and Translation Centres in Australia. This recognition acknowledges Monash Partners capability in high impact translational research and in the translation of research into improved patient care and health outcomes. Further details may be found at: <http://www.monashpartners.org.au>

Monash Health

Monash Health is Victoria's largest public health service. We are proud to provide healthcare to one quarter of Melbourne's population, across the entire life-span from newborn and children, to adults, the elderly, their families and carers.

We improve the health of our community through:

- Prevention and early intervention
- Community-based treatment and rehabilitation
- Highly specialised surgical and medical diagnosis, treatment and monitoring services
- Hospital and community-based mental health services
- Comprehensive sub-acute, aged care and palliative care programs
- Research, education and teaching the next generation of healthcare professionals
- Regional and state-wide specialist services

More than 16,000 staff work at over 40 care locations across south eastern Melbourne, including Monash Medical Centre, Monash Children's Hospital, Moorabbin Hospital, Dandenong Hospital, Casey Hospital, Kingston Centre, Cranbourne Centre, and an extensive network of rehabilitation, aged care, community health and mental health facilities.

Each year:

- We provide more than 3.6 million episodes of care to our community.
- More than 260,000 people are admitted to our hospitals.
- More than 220,000 receive care at our three emergency departments.
- We respond to more than 54,000 ambulance arrivals.
- We perform more than 48,000 surgical procedures.
- We deliver more than 10,000 babies.

As an equal opportunity employer, Monash Health is committed to a fair and non-discriminatory workplace that maximises the talent, potential and contribution of all employees. We are committed to our iCare values of integrity, compassion, accountability, respect and excellence.

Monash Health is a member of the Monash Health Translation Precinct along with Monash University and the Hudson Institute of Medical Research, and has partnership arrangements with other leading tertiary educational institutions such as Deakin and La Trobe Universities. Monash Health's largest hospital, Monash Medical Centre is the principal teaching hospital of Monash University. In 2017 the Monash Children's Hospital, Australia's newest and 3rd largest children's hospital, was opened, including University significant teaching and research space.

Mental Health Program

The Monash Health Mental Health Program provides inpatient and community-based services to people of any age with a mental illness and those with alcohol or other drug problems. The Early-in-Life Mental Health Service (ELMHS) provides care for children and youth up to 25 years of age; the Adult Mental Health Services for people up to 65 years; and the Aged Persons Mental Health Service for people over 65. In addition, there are a range of specialist and all-age services – consultation-liaison psychiatry, primary care mental health, drug and alcohol services, psychiatric triage service, agile psychological medicine clinics, wellness and recovery centre (for eating disorders), perinatal and infant psychiatry, gender dysphoria clinic and neurodevelopmental disorders. Services are provided by a range of health professionals, working in multidisciplinary teams including counsellors/welfare workers, medical officers and registrars, mental health nurses, occupational therapists, psychiatrists, psychologists, social workers and speech pathologists, supported by administrative and ancillary staff. The catchment area for Monash Mental Health

Services covers a wide area of south-east metropolitan Melbourne with a population of around one million people. Monash Health operates 106 beds in acute adult psychiatry, 20 child & adolescent beds, 40 acute aged person's beds, 50 secure extended stay beds, 40 community residential rehabilitation beds, 50 prevention and recovery beds (medium stay, low security), 12 drug and alcohol withdrawal beds, and 10 dual disability community rehabilitation (transitional) beds. These inpatient services are supported by an extensive community outreach program based on a recovery model of care.

Monash Health Mental Health prides itself in its postgraduate psychiatry training program, with over 50 trainee psychiatrists rotating through all stages and clinical areas of training.

Position Summary

Monash Health and Monash University have a joint vision to develop Psychiatry as a clinical and academic strength, serving the community through advanced treatments and interventions and education programs. The role will be responsible for leadership and ongoing strategic development of psychiatry academic research and teaching at Monash University. It will also provide clinical services at Monash Health consistent with both institutions' strategic, research and clinical services plans, and importantly, have responsibility for leading research in the Monash Health Mental Health Program.

The Professor and Head of Department of Psychiatry will report to the Head, School of Clinical Sciences, Monash University. A fractional part of the role will be a clinical appointment with Monash Health involving participation in the provision of clinical care in their area of interest and expertise in psychiatry, and leadership of research within the Program. For clinical responsibilities the role will report to the Program Director, Mental Health and be a member of the Senior Management Team of the Mental Health Program. The clinical area of appointment will depend on the background of the successful applicant and a clinical leadership role at Monash Health could form part of this appointment depending on the match between clinical area of expertise and Monash Health leadership needs.

The professorial appointment will be a continuing appointment in the Department of Psychiatry and for a period of five years will include:

- the role of Head of Department (with opportunity for renewal) and;
- the role of Director of Research at Monash Health (with opportunity for renewal).

The appointment will be made by a joint Monash University/Monash Health selection committee. Performance will be assessed annually and in accordance with Monash University and Monash Health's performance management programs. Subject to performance and other criteria, a further term will be negotiable. Start-up research funding may be available to the successful candidate to assist in the transfer of existing research to Monash or to establish research at Monash University. It is envisaged that the successful candidate will apply for external research grants and that their research will become self-funding.

As a **Professor of Monash University** and a member of the School of Clinical Sciences at Monash Health, Faculty of Medicine, Nursing and Health Sciences, the appointee will:

- lead, foster and grow excellence in research in the discipline of psychiatry;
- develop and maintain a research program that is fully integrated with that of Monash Health;
- be responsible for developing a world-class research program as evidenced by publications in high impact journals, success in peer review funding schemes, international standing and/or translational achievement (relevant fields of psychiatry research for the appointee are not limited, and could include clinical or basic research relevant to the field of mental health);
- be involved in leadership at the Faculty level of the Monash School of Medicine teaching programs within the field of psychiatry, in partnership with the equivalent Department at Alfred Health (MAPRC), and be responsible for implementation of those programs within SCS.

Supervisory responsibilities: The Head of Department has a number of direct reports of academic staff including Professors and Associate Professors, Directors of the CDPP and Southern Synergy, undergraduate and postgraduate students and researchers under their supervision, administrative staff, and other medical staff while on clinical duties.

Financial delegation: Yes, in accordance with the University delegations schedule.

Budget Responsibilities: Yes, in line with Key Responsibilities.

Work relationships: School of Clinical Sciences at Monash Health, Head of School, Fellow Department Heads, and Executive; Director, Centre for Developmental Psychiatry and Psychology; Director, Southern Synergy; Director, Postgraduate Programs, SCS; Program Director, Mental Health Program, Monash Health; Monash Health Chief Operating Officer, Chief Medical Officer, Program Directors, General Managers, Monash Doctors Council, Monash Doctors Executive, Unit Heads, Nurse Unit Managers; Department of Health and Human Services.

Responsibilities

The Professor and Head of Department of Psychiatry, Monash University and Director of Research, Monash Health responsibilities include the following:

Leadership, planning and management

- provide high-level strategic leadership to the Department that is aligned with School, Faculty and University strategic plans by managing, administering and fostering excellence in teaching, research and professional activities;
- take responsibility for staff leadership and management, including team building, recruitment and selection, performance management and staff development ensuring equitable management of staff workload, including teaching, research, budget and administration;
- provide academic leadership and strategic direction to all staff within the Department of Psychiatry, working in close partnership with medical, nursing and allied health staff, and affiliated staff of Monash Monash Health;
- to enhance the academic standing of the Department of Psychiatry by cultivating the highest standards in psychiatry education, training and research and advance the national and international reputation of the University and of Monash Health as a centre of excellence in psychiatry;
- foster and grow psychiatry research within the Department of Psychiatry and Monash Health and within its partners, with the aim of placing Monash at the forefront of psychiatry research nationally;
- promote Monash University and Monash Health nationally and internationally and develop, manage and promote external relationships to make a significant contribution to the profession/discipline and collaborate with industry and other research groups;
- ensure Monash University and Monash Health's values and policies are promoted amongst all staff;
- play an active role in the SCS leadership team to ensure the cohesive integration of research initiatives between Monash Psychiatry and other parts of SCS;
- be an active participant within Monash University's Faculty of Medicine, Nursing and Health Sciences, including serving as a member of the SCS Executive;
- attend school, clinical service and faculty meetings and play a major role in planning and committee work.

Education and training

- provide strong and committed leadership in teaching, curriculum development and research training by participating in the faculty's curriculum planning and development processes, academic committees, and relevant clinical teaching and examination processes in addition to monitoring the quality of individual teaching across the discipline;
- supervise undergraduate and postgraduate education in psychiatry in the Department of Psychiatry and ensure that teaching and training programs are of the highest standard and maintain excellence of knowledge and skill amongst staff and students;

- provide innovative and effective leadership for the expansion of the faculty's HDR program by attracting high quality HDR students;
- lead and advocate for improvements in health care through involvement in relevant professional bodies and forums and respond to individual patient health and educational needs.

Research

- actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active publications record (books and high-quality refereed journals) and supervising and mentoring early career researchers and research students;
- foster research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research links;
- develop and implement strategies to enhance research funding from external grant giving bodies including the National Health & Medical Research Council (NHMRC) and actively pursue and support opportunities for Category 1 grant funding;
- lead the development of further academic collaborations with other departments in Monash Health and Monash University, and with other centres, nationally and internationally in the conduct of multi-centre studies;
- establish research objectives and goals for the department and ensure that research is strongly promoted and effectively managed in accordance with the objectives and policies of Monash University;
- publish at the highest level in peer reviewed journals.

Clinical governance / clinical quality and safety

The following responsibilities/ accountabilities deliver on the Monash Health [Strategic Plan 2013-2018](#) (and as updated) and the Clinical Governance Framework.

- undertake relevant quality & safety activities to ensure you comply with the National Safety & Quality Health Service (NSQHS) Standards;
- be responsible for quality of care at point of care;
- contribute to processes ensuring patients receive high quality services and continuity of care, and that high quality clinical standards and clinical outcomes and risk management approaches and accreditation requirements are achieved;
- contribute to a high quality multidisciplinary team, appropriate access to psychiatry services, open communication, collaborative working relationships and professional behaviours at all times;
- duties as outlined in the relevant Enterprise Agreement;
- supervise clinicians from a variety of disciplines as appropriate;
- build supportive relations with other clinicians who report to you and encourage open communication including escalation of clinical and non-clinical concerns.

Clinical Service Provision and Quality

- provide outstanding clinical care and clinical and academic leadership to support psychiatry services across Monash Health;
- provide clinical supervision to students training in psychiatry in the adult psychiatry setting;
- provide compassionate patient-centred care;
- assist clinicians to attract strategic clinical research fellowships that will allow them to devote a significant portion of their professional time to research;
- contribute to the provision of excellence in clinical services, research, education and knowledge transfer within psychiatry;
- promote models of practice improvement that are informed by evidence, are innovative, solution focused and are underpinned by timely documentation;
- collaborate with Monash Health clinicians to ensure doctors-in-training are given strong encouragement, guidance and support to undertake audit and research activities;
- in conjunction with key stakeholders at Monash Health, participate in the provision of clinical care including the after-hours roster at Monash Health.

Health advocacy

- Advocate for improvements in health care through involvement in relevant professional bodies and forum;
- Respond to individual patient health and educational needs.

Professionalism and Communication

- adhere to Victorian privacy laws – Information Privacy Act 2000 and the Health Records Act 2001, as well as other laws that regulate the handling of personal information;
- demonstrate commitment to Monash University and Monash Health values – iCARE (Integrity, Compassion, Accountability, Respect, Excellence);
- demonstrate a high level commitment to ethical practice;
- understand medico-legal issues associated with clinical care;
- demonstrate a commitment to profession-led regulation.

Selection Criteria**Qualifications**

- Postgraduate specialist qualification in psychiatry – FRANZCP or eligibility for FRANZCP
- Specialist registration, specialty field in Psychiatry with Medical Board of Australia or be eligible for provisional registration, specialist pathway.
- A research degree (PhD or MD by research)
- current Working with Children's Check.

Achievements, qualities, capabilities

- outstanding record of personal achievement and international reputation in a field of research relevant to psychiatry;
- demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to manage a department
- previous experience in the development of strategic directions for research and in supporting research and teaching in psychiatric care;
- demonstrated record of achievement publishing in leading international journals and attracting significant peer reviewed funding from national and international sources;
- excellent track record of successful supervision of higher degree students and proven excellence in teaching and mentoring colleagues and trainees;
- commitment to further developing the reputation of Monash University, Monash Health, and the Department of Psychiatry for excellence in psychiatry research and its reputation as a leading provider of psychiatry education;
- a vision for the future needs and development of psychiatry within Australia and internationally, from research, educational and clinical perspectives.

Other Job Related Information

- Travel (e.g., to various clinical sites) is required
- Shift work, overtime and out of hours work (including evenings, weekends and public holidays) may be required as part of a Monash Health clinical appointment
- On-call (including rostered on-call requirements) may be required as part of a Monash Health clinical appointment
- There may be peak periods of work during which the taking of leave may be restricted.

Legal Compliance

Ensure you are aware of and adhere to legislation and policies relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Legislative framework for health services (e.g. Mental Health Act 2014); Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.

Further Information

Confidential enquiries regarding the position may be directed to Professor Eric Morand, Head of School, School of Clinical Sciences, Faculty of Medicine, Nursing and Health Sciences, Monash University, telephone +613 8572 2598 or email eric.morand@monash.edu