



POSITION DESCRIPTION

Centre for Youth Mental Health
Faculty of Medicine, Dentistry and Health Sciences

Research Fellow in Community and Elite Sport Mental Health

POSITION NO	0047960
CLASSIFICATION	Research Fellow, Level B
SALARY	\$98,775 - \$117,290 p.a. (pro rata)
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full-time / part-time (1.00 or 0.8 FTE)
BASIS OF EMPLOYMENT	Fixed-term position available for 12 months Fixed term contract type: External funding
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
CURRENT OCCUPANT	New position
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Dr Simon Rice Email simon.rice@orygen.org.au <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
joining.unimelb.edu.au

Position Summary

Orygen, The National Centre of Excellence in Youth Mental Health (Orygen) is the world's leading research and knowledge translation organisation focusing on mental ill-health in young people.

At Orygen, our leadership and staff work to deliver cutting-edge research, policy development, innovative clinical services, and evidence-based training and education to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

The Company has three Members: the Colonial Foundation, The University of Melbourne and Melbourne Health.

The University of Melbourne has an agreement with Orygen for designated employees to be made available to undertake activities for Orygen, and this arrangement will apply to you. University employees working at Orygen are required at all times to continue to adhere to University policies, procedures, regulations and statutes, as well as to Orygen policies and procedures (including Orygen's delegations of authority framework which can be found at <http://staff.orygen.org.au/>), but the University's policies and procedures shall prevail in the event of any inconsistency. For the period of participating in activities at Orygen, you will be subject to the reasonable control and direction of Orygen. You consent to the University disclosing to Orygen your personal employment information solely for the purposes of facilitating your secondment to Orygen, and that such disclosure will not be a breach of any of your privacy rights. Working closely with the Human Resources Manager, the Human Resources Advisor is responsible for providing operational support and advice across the full range of HR policy and practice including but not limited to recruitment and selection, onboarding and induction, pay and conditions, and performance management.

The Community and Elite Sport Mental Health Research Fellow will work in collaboration with other researchers on joint initiatives where appropriate to further the research and academic goals of Orygen. Community and Elite Sport Mental Health Research Fellow is expected to conduct high quality, high impact research and be willing to present this research at local and international meetings on behalf of the organisation.

The suitably qualified Research Fellow is expected to have well-established academic skills and a strong academic performance, evidence by a commitment to publication. Applicants with dual clinical and research training are strongly encouraged to apply. The position requires a highly motivated and productive Research Fellow, who will assist with the translation of research findings into scholarly publications, support grant applications and contribute to administration of projects (including assistance with ethics applications). Strong interpersonal skills and a demonstrated ability to effectively liaise with external stakeholders is essential.

You will report to, and work under the direction of Dr Simon Rice, Senior Research Fellow and Clinical Psychologist.

The position will be located at 35 Poplar Road, Parkville.

1. Key Responsibilities

The position description should be read alongside [Academic Career Benchmarks and Indicators](#) and the [Academic Performance Framework](#)

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Support the research and translation work of the community and elite sports research team by coordinating activities and outputs.
- ▶ Lead the development of high quality research publications based on existing and new data, undertake and publish systematic reviews as required, contribute to other research outputs (e.g., reports and summaries).
- ▶ Liaise with key stakeholders; headspace centre staff and youth advisors, Orygen clinical staff and youth advisors, community and elite sports settings.
- ▶ Provide constructive feedback to other members of the community and elite sports team on project matters as required.
- ▶ The production of conference and seminar papers and publications.
- ▶ Supervision or co-supervision of honours or postgraduate research projects within research area.

1.2 LEADERSHIP AND SERVICE

- ▶ Actively participate at project team and/or division meetings and contribute to planning activities or committee work to support capacity-building.
- ▶ Effective induction, supervision and training of research support staff (e.g., research assistants).
- ▶ Under the guidance of senior academics, identify sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice.
- ▶ Participate in community and professional activities related to the relevant disciplinary area.
- ▶ Effective demonstration and promotion of Orygen and University values including diversity and inclusion and high standards of ethics and integrity.

1.3 STAFF SUPERVISION

- ▶ Provide day-to-day supervision and mentoring of junior Research Assistants on the team as appropriate including providing constructive feedback on their written work, particularly relating to clinical implications of research findings; and ensuring timely completion of KPIs.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- ▶ 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.

1.4 OTHER REQUIREMENTS

- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.
- ▶ Any other duties as reasonably requested, consistent with the classification of this position.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD or DPsych in Clinical Psychology or a similar field, with a major research component, recognised by the Australian Psychological Society (for applicants with clinical training, Registration with the Psychology Board of Australia).
- ▶ Evidence of an emerging national academic research profile (e.g., through citations to published work, invited speaking opportunities or conference presentations, media engagement).
- ▶ A high level of knowledge about mental disorders and psychosocial issues affecting young people
- ▶ Demonstrated excellent written and oral communication skills, including authorship of academic publication or other reports
- ▶ A strong desire to develop a research career and motivation in applying for fellowship or grant funding to potentially maintain the position.
- ▶ Experience in identifying, selecting and critically appraising high-quality research evidence
- ▶ Ability to liaise effectively with clinical and research staff
- ▶ Excellent organisational and time management skills, particularly a demonstrated ability to simultaneously work on multiple tasks
- ▶ Demonstrated ability to use word processing, electronic medical and psychological search engines and databases, and reference management software (eg. Endnote)
- ▶ Experience presenting research findings at conferences or other forums

2.2 DESIRABLE

- ▶ Clinical training and registration with the Psychology Board of Australia.
- ▶ Experience in the supervision or co-supervision and mentoring of postgraduate students and other staff.
- ▶ Track record of research grant procurement.

2.3 SPECIAL REQUIREMENTS

- ▶ Drivers licence
- ▶ Working with Children's Check

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

Centre for Youth Mental Health

<https://mdhs.unimelb.edu.au/our-organisation/institutes-centres-departments/cymh>

Orygen, The National Centre of Excellence in Youth Mental Health

<https://www.orygen.org.au/>

5.2 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.

5.3 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>.

5.4 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.

5.5 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>