

Position Description

Associate Professor/Professor of Research (Systemic Practice & Family Therapy)

Position No:	50145385
Business Unit:	Provost
Division:	School of Public Health and Psychology
Department:	The Bouverie Centre
Classification Level:	Level D or E (Research Only)
Employment Type:	Full-time, Fixed Term
Campus Location:	Brunswick (Bouverie Centre)
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits
Further information about La Trobe University	http://www.latrobe.edu.au/about

Position Description

The Professor/Associate Professor of Research (Systemic Practice & Family Therapy) position is offered at either Level D or E, commensurate with experience and standing. The incumbent of this position will be responsible for continuing and expanding the research activities of the Bouverie Centre, within its fully integrated practice-research-translation framework. This incorporates the Centre's Family Therapy Clinical, Workforce Development, Academic, and First Nations programs. The incumbent will manage the research team (currently a Level C Senior Research Fellow, three Level B Post-doctoral Fellows, four research officers, PhD students). In 2023, a Level C First Nations Research Fellow will also join the Centre. In collaboration with the Centre's Leadership team, the incumbent will consolidate and extend The Bouverie Centre's existing research activity, identify new opportunities for research, and build collaborative projects with the Centre's extensive industry and research partners, with global partners, and other La Trobe University Research Centres.

Position Context

The Bouverie Centre; La Trobe University

Vision: Healthy relationships in families, organisations, and communities

Established in 1956, The Bouverie Centre is now a systemic practice-research-translation Centre that draws on its history of bringing family therapy to Australia to promote its vision of healthy relationships in families, organisations, and communities. The Bouverie Centre is a values-based, learning organisation, that integrates clinical, First Nations, practice & service development, academic, and research teams and programs to build systemic knowledge and expertise that is directed to making mental health and well-being better at all stages in life, in all cultures, for all people. The Centre has a nationally recognised First Nations team that informs all Bouverie programs.

Originally a child guidance centre, since the 1970s, Bouverie has been the leading family therapy Centre in Australia and more recently, the largest devoted practice-research family therapy centre, globally. For more than 20 years, the Centre has delivered academic teaching in family therapy and currently offers a Master of Clinical Family Therapy (a nested program encompassing a Graduate Certificate and Graduate Diploma in Family Therapy) that is known for integrating theory, practice, and the personal qualities of the student. The Centre also offers the only Graduate Certificate in Family Therapy: First Nations, which combines traditional cultural healing practices and family therapy skills, enables Aboriginal and Torres Strait Islander students to study in their local region, and supports graduates to put theory into practice within their communities.

The Bouverie Centre is a research centre of La Trobe University, within the School of Psychology and Public Health. The Centre receives core funding from the Department of Health (DH) as a demonstration Centre, providing therapy services to families where a member has a mental illness or alcohol and drug diagnosis, using this practice to inform the development of contemporary, effective, client-led models of practice that are disseminated via our academic programs and translated to the field via our state-wide practice and service development program. Backed up by La Trobe University academic and research services, The Bouverie Centre aims to understand how relationships and circumstances affect people's ability to develop, to care for themselves and others, and to manage challenging times, at all stages in life, in all cultures, for all people. We collaborate closely with people with lived and living experience, practitioners in the field and their organisations, to co-create meaningful, real-world research to support the development of practices that strengthen the mental health and well-being of individuals, families, and communities. Since 2020 the Centre has developed integrated cohort studies to monitor clinical and workforce effectiveness, and in time to enable policy relevant longitudinal studies of impact.

The School of Psychology and Public Health

The School of Psychology & Public Health (SPPH) undertakes teaching and research across a broad range of disciplines, including Family Therapy; Art Therapy; Rehabilitation Counselling; Psychology; Neuroscience; Public Health; Digital Health and Analytics; Health Information Management; and Ergonomics, Safety and Health. One of the larger Schools in La Trobe University, the SPPH currently comprises six academic units: the Department of Public Health, the Department of Psychology, Counselling & Therapy, the Centre for Alcohol Policy Research (CAPR), the Olga Tennison Autism Research Centre (OTARC), the Australian Research Centre in Sex, Health and Society (ARCSHS), and The Bouverie Centre.

The Bouverie Centre's strategic research direction.

Guided by our strategic plan 2023-2025, we will continue to strive to be a partner of choice and promote our integrated, values-based, learning organisation as a way to be both an employer of choice and to ensure our work has real-world impact.

A major strategic task over the next five years is to further integrate research into the Centre's activities and partnerships, and to further refine and articulate our integrated practice-research-translation model, in a way that is congruent with the Centre's culture, values, and five-year strategic plan. With growing research capacity embedded within the Centre's systemic expertise, long standing relationship with mental health and welfare services, and proven ability to engage new service systems, we aim to further grow Bouverie's national and global influence, through positive real-world impact.

All developments will be guided by the Centre's principles:

- A systemic perspective that appreciates relationship and context
- A non-blaming appreciation of complexity
- A recognition of the importance of culture, trauma and family sensitivity
- Integration of evidence-based practice; practice-based evidence and values-based practice
- Collaborative processes such as co- design, co –production and co–evaluation
- The valuing of lived experience
- Real world impact and sustainable change

Associate Professor/Professor Research (Level D or E)

The incumbent of this level D/E Research-Only position will be an internationally acknowledged leader in their discipline or professional field. They will provide discipline leadership and foster excellence in research, research training and research led practice. All Associate/Professors are members of the University's Academic Board and are expected to contribute to the leadership not only of their School and College, but also of the University as a whole.

The Associate Professor/Professor in Systemic Practice (Family Therapy) position offers a rare opportunity to expand the development of an innovative research program in a supportive organisational context with excellent industry links. The incumbent will also contribute to the overall operation of The Bouverie Centre as a member of the Executive Team, which will provide local organisational support to the incumbent and promote integration of research across the Centre. In this position, the Director will link with researchers within the wider University to identify potential internal collaborators and partners and to receive collegial guidance and support. The incumbent will lead integration of The Bouverie Centre's research program with La Trobe processes.

Duties at this level will include:

- Conduct and lead innovative and high impact research at an internationally distinguished level and produce high quality publications resulting from that research.
- Obtain research income from a variety of sources, including nationally competitive grants, individually, and with other colleagues in The Bouverie Centre and School, the College/University and external partners.
- Provide leadership, foster excellence and the advancement of the research discipline of systemic approaches to health and well-being.
- Contribute to the running of the Centre as a member of the executive.
- Lead the development of the ongoing research and evaluation of the Centre's clinical, workforce development and implementation activity and thereby contribute to improving quality, knowledge building and effectiveness in these areas.
- Mentor the Senior Research Fellow who has a dedicated role in mental health service evaluation activity in conjunction with the Centre's FaPMI Statewide Team (Families where a Parent has a Mental Illness).
- Lead, mentor and develop the research performance of more junior colleagues within Bouverie, the School/College/University.
- Supervise Post-doctoral Fellow and Higher Degree by Research students (HDR) in their research projects and build the Centre's Higher Degree by Research (HDR) program.
- Actively engage and build partnerships with industry and government.
- Actively engage with La Trobe University's research services and the other research centres of the School and University, building strong collaborative links and fostering the integration of The Bouverie Centre within the School and University.
- Contribute to broader leadership processes with the University. Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
- Undertake other duties commensurate with the classification and scope of the position as required by the Centre Director or Head of School.

Essential Criteria**Skills and knowledge required for the position**

- Completion of a PhD or equivalent accreditation and standing together with subsequent research experience, ideally in applied research relating to family mental health, model development, implementation of family interventions and workforce training.
- Distinguished record of original, innovative and internationally recognised research and/or teaching, with evidence of its impact and significance. This should clearly identify the candidate as either an established or emerging leader in family therapy and/or systemic approaches to health and well-being or a closely related discipline.
- Demonstrated effective leadership and management experience in building and leading teams.
- Proven ability to build sustainable relationships with a range of industry partners and evidence of the ability to promote research links with outside organisations/agencies; and a record of active, strong working relationships with health-related sectors.
- Strong record of external research funding through competitive grants, contracts and/or consultancies; and the financial management of grants.
- Evidence of achievement in fostering and supporting the development of others, including early career staff and higher degree students.
- Excellent interpersonal skills, especially the capacity to work collaboratively and cooperatively and across teams and programs.

- Fit with the systemic orientation and the values of The Bouverie Centre.
- Familiarity with mixed methods, and collaborative research methodologies suitable for a variety of family contexts.

Capabilities required to be successful in the position

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and accurately reading and responding to organisational, political and social dynamics.
- Ability to collaborate effectively across functions, tailor communication in a way that is meaningful to the audience and contribute to a safe, inclusive, high-performing culture – consistently modelling accountability, connectedness, innovation and care.
- Ability to operationalise strategy, adapt quickly to disruption and actively contribute to a healthy culture to successfully navigate change – implementing recommended improvements to organisational practice.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- Hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- Take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

La Trobe's Cultural Qualities:



We are accountable

*We strive for excellence in everything we do.
We hold each other and ourselves to
account, and work to the highest standard.*



We are connected

*We connect to the world outside – the
students and communities we serve, both
locally and globally*



We are innovative

*We tackle the big issues of our time to
transform the lives of our students and
society.*



We care

*We care about what we do and why we do it.
We believe in the power of education and
research to transform lives and global
society. We care about being the difference
in the lives of our students and communities*

For Human Resource Use Only

Initials: Date: