



POSITION DESCRIPTION

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

RESEARCH FELLOW IN YOUNG MEN'S MENTAL HEALTH

POSITION NO	0053393
CLASSIFICATION	Research Fellow, Level B
WORK FOCUS CATEGORY	Academic Research
SALARY	\$107,547 - \$127,707 p.a.
SUPERANNUATION	Employer contribution of 10%
WORKING HOURS	Part Time to Full Time (0.8 – 1.0 FTE)
BASIS OF EMPLOYMENT	Fixed-term position available for 12 months with possibility of extension. Fixed term contract type: Externally funded.
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 , 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	A/Prof Simon Rice Tel +61 419 497 599 Email: simon.rice@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 websites:
about.unimelb.edu.au/careers

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.

A Research Fellow (RF) is required to support a program of work funded by the Australian Government's Medical Research Future Fund (MRFF) involving the delivery of a series of randomised controlled trials (RCTs) of interventions focusing on suicide prevention in boys and men. The interventions range from 'upstream' initiatives designed to shift boys' and young men's identification with traditional masculinities that are linked with suicidality; to 'downstream' interventions aiming to test whether community and crisis mental health services can be delivered with 'men in mind'.

The RF will work closely with the Gender and Social Psychiatry team and the wider investigator group involved in the delivery of the various randomised trials. The RF will be involved in quantitative and qualitative data collection, analysis, publication and knowledge translation of results from the various studies. The RF will also contribute to supervision of junior staff members.

This position reports to the Project Manager and the Principal Investigator A/Prof Simon Rice, Senior Research Fellow, with dotted line reporting to Dr Zac Seidler, Clinical Honorary Fellow.

Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Undertake and lead innovative novel research as part of the program of randomised controlled trials and broader research focusing on men's mental health and suicide prevention.
- ▶ Support the wider young men's mental health research team at Orygen in the co-leadership of research, including writing peer reviewed articles, ethics submissions and seeking project funding.
- ▶ Provide mentorship to postgraduate students and research staff (Research Assistants) working on closely related projects.

- ▶ Contribute to establishing and managing cross-disciplinary research collaborations involving liaison with internal and external stakeholders.
- ▶ Participate in research independently and as a member of a research team.
- ▶ The production of conference and seminar papers, high quality peer reviewed publications, and presentations at conferences and seminars.
- ▶ Develop and maintain effective working relationships with colleagues and stakeholders.
- ▶ Identification of sources of funding to support individual or collaborative projects, relating to research practice in the discipline and assistance in the preparation of high-quality funding applications and preparation of grant submissions.
- ▶ Occasional contributions to teaching within the research field.

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.
- ▶ Actively participate at meetings and contribute to planning activities or committee work to build capacity.
- ▶ Actively participate in key aspects of engagement within Orygen.
- ▶ Participate in community and professional activities including attendance and presentations at conferences and seminars.
- ▶ Positive engagement in learning and career development of self and others.
- ▶ Effective demonstration and promotion of Orygen and University values including diversity and inclusion and high standards of ethics and integrity.
- ▶ Occupational Health and Safety (OH&S) responsibilities as outlined in section 4.
- ▶ 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 junior research staff have access to appropriate professional and 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 and Orygen's induction program and provide a localised work area orientation.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A PhD in Psychiatry, Psychological Sciences, Neuroscience, Biomedical Sciences or related discipline.
- ▶ Demonstrated track record in independent and team-based research, preferably in men's mental health and/or suicide prevention interventions.
- ▶ Developing research profile at a national level as evidenced by:

- Identification of funding sources to support individual or collaborative projects relating to research and leadership practice in the discipline.
- Developing publication records in high-impact peer reviewed journals.
- ▶ Strong interpersonal and communication 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.
- ▶ Demonstrated ability to manage a research project.
- ▶ Ability to plan and organise own time and that of others to prioritise tasks and achieve project outcomes.
- ▶ Ability to mentor and guide junior research staff.

2.2 DESIRABLE

- ▶ Ability to identify research grants and successful procurement of peer reviewed grants.
- ▶ Experience in the supervision or co-supervision and mentoring of honours and postgraduate students and other research staff.
- ▶ Experience with clinical research trials, preferably randomised controlled trials in mental health

2.3 SPECIAL REQUIREMENTS

- ▶ Unrestricted right to work in Australia.
- ▶ Valid Victorian driver's licence.
- ▶ Any offer of employment is conditional upon receipt and maintenance of a valid Working With Children Card and a satisfactory Police Check.
- ▶ Some out of hours work will be required.
- ▶ This position is based at the Parkville site but will require the RA working at Movember Foundation's Richmond office 1-2 days per week on a flexible basis.
- ▶ All workplaces and the surrounding site are non-smoking environments.

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 CENTRE FOR YOUTH MENTAL HEALTH

www.cymh.unimelb.edu.au

In January 2009 the University of Melbourne established a new Centre for Youth Mental Health (CYMH) within the Faculty of Medicine Dentistry and Health Sciences, where the academic and professional staff who are provided to Orygen are now based. All NHMRC and ARC Grants to be used for Orygen activities are managed within CYMH.

The creation of this academic and administrative structure reflects the multidisciplinary nature of this field of inquiry and knowledge, and its growing scientific and practical breadth and significance. This is only the fourth such supra-departmental structure to be created in the Faculty and there is no parallel to date anywhere else in Australia.

The Chair of the Centre for Youth Mental Health is Professor Patrick McGorry and the Chief Operating Officer is Mr John Moran. Reporting arrangements are through the University of Melbourne structure with a direct report to Professor Shitij Kapur, Dean of the Faculty.

5.2 ORYGEN

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

Further information available at <https://www.orygen.org.au/About/About-Us>

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 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a

modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

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 <https://about.unimelb.edu.au/strategy/governance>