



POSITION DESCRIPTION

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

Research Fellow in Youth Mental Health

POSITION NO	0050402
CLASSIFICATION	Level B
WORK FOCUS CATEGORY	Research Focused
SALARY	\$102,967 - \$122,268 p.a.
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Fixed Term position available for 12 months. 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	Dr Aswin Ratheesh, Tel +61 3 9966 9100 Email aswin.ratheesh@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

Position Summary

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 provide services to Orygen. University employees working at Orygen are required to adhere to University policies, procedures, regulations and statutes, and to Orygen policies and procedures including its delegations of authority framework which can be found at <http://staff.orygen.org.au/>. For the period of providing services to Orygen, employees will adhere to the control and direction of Orygen.

The Research Fellow is required to develop two intervention trial projects in youth mental health relating to a) wellness and yoga-based interventions for youth anxiety and depression and b) multi-component service delivery interventions for youth with Bipolar Disorders. Both projects will include development and initial implementation of randomised controlled trials.

Project 1: The first project relates to the use of wellness-based interventions in youth with anxiety and depressive symptoms presenting to a headspace setting. The project will involve consultative work with young people examining the acceptability of yoga-based wellness interventions and the development of a clinical trial using such interventions. The study also aims to evaluate the effect of such interventions on brain functioning measured using Electroencephalography (EEG).

Project 2: The second project is a Randomised Controlled Trial (RCT) of a new service model including evidence based pharmacological, psychological, digital and wellness interventions for youth with early stage Bipolar Disorder. This trial will include youth consultations, obtaining ethical and governance approvals, and post-approval project management including data collection, analysis and reporting.

The opportunity to develop interventions across the breadth of youth mood and anxiety disorders offers exciting possibilities in developing a deeper understanding of clinical research and craft unique research ideas in these domains.

The Research Fellow will work closely with the Chief Investigators in all aspects of developing and implementing the projects. They will assist with development of research ideas, project management, data collection, analysis, and the drafting of manuscripts (during subsequent years of the fellowship). They will be encouraged to develop their own research ideas within the frame of the proposed projects. The post holder may be required to provide support to other trials or projects within other areas of the research streams.

This position reports to Dr Aswin Ratheesh and Dr Suzie Lavoie.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Contribute to establishing and managing the two research projects, including redaction of research protocol and application to Ethics and Governance Committees.
- ▶ 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.
- ▶ Produce publications arising from scholarship and research, such as books and peer reviewed journals.
- ▶ Identify sources of funding to support individual or collaborative projects and prepare grant submissions.
- ▶ Supervision or co-supervision of major honours or postgraduate research projects and supervise or co-supervise Research Higher Degree and Honours students.
- ▶ Undergo Good Clinical Practice training and provide work following these standards.
- ▶ Contribute to data collection and analysis, using specialised programs for qualitative/quantitative data assessment such as SPSS and ensuring standards are met.
- ▶ Develop and maintain effective working relationships with colleagues and stakeholders.

1.2 LEADERSHIP AND SERVICE

- ▶ 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

- ▶ PhD in Psychological Sciences, Neuroscience, Biomedical Sciences or related discipline.
- ▶ Demonstrated track record in independent and team-based research, preferably in youth-onset mental disorders and mental health 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

- ▶ Demonstrated success in obtaining research funding.
- ▶ Experience of supervising higher degree and post-doctoral research students.
- ▶ Experience of working with adolescents and young adults and an appreciation of adolescent developmental issues.
- ▶ Experience with wellness based and yoga interventions
- ▶ Experience with neurophysiological studies, preferably Electroencephalography research
- ▶ 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 may be required
- ▶ Travel between other University/Orygen sites as required.
- ▶ All workplaces and surrounding sites 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 is the world's leading research and knowledge translation organisation focusing on mental ill-health in young people.

Further information available at <http://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 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>