POSITION DESCRIPTION



Centre for Youth Mental Health

Faculty of Medicine Dentistry and Health Sciences

**Associate Professor/Professorial Fellow, Clinical Psychology in Youth Mental Health**

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| Position No | 0056611 |
| Classification | Level D Associate Professor or Level E Professorial Fellow  |
| Salary | Level D $162,590 - $179,123 pa (pro rata for part-time)Level E $209,428 pa (pro rata for part-time) |
| Superannuation | Employer contribution of 17% |
| WORKING HOURS | Fulltime or Part Time (0.5 FTE)  |
| BASIS OF EMPLOYMENT | Fixed Term for 5 years |
| Other Benefits | <https://about.unimelb.edu.au/careers/staff-benefits> |
| How to Apply | Online applications are preferred. Go to <http://about.unimelb.edu.au/careers>, select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number. |
| contactFor enquiries only | Professor Eoin Killackey Tel +61 421 106 338 Email eoin@unimelb.edu.auPlease do not send your application to this contact |

For information about working for the University of Melbourne, visit our website:
[about.unimelb.edu.au/careers](https://about.unimelb.edu.au/careers)

Acknowledgement of Country

The University of Melbourne acknowledge the Elders, and descendants of the Wurundjeri people who have been and are the Custodians of these lands. We acknowledge that the land on which we meet was the place of age-old ceremonies, of celebration, initiation and renewal, and that the local Aboriginal peoples have had and continue to have a unique role in the life of these lands.

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 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.

We are seeking motivated academic and clinical leaders ambitious to focus their career as clinical academics at Orygen and the University. Leaders in clinical and academic research who are outcome focused and demonstrate excellence in the areas of youth mental health, in particular mood disorders, anxiety disorders, eating disorders, early psychosis, work with youth forensic populations and using virtual reality as an intervention and research platform.

The successful candidate will be driven by the desire to benefit national and global communities and committed to the Orygen values of respect, teamwork, excellence, accountability, and collaboration.

This will be based within the Centre for Youth Mental Health, University of Melbourne and seconded to Orygen, and the clinical role covering several domains within Orygen’s clinical services. Options include ultra-high risk for psychosis, youth forensic and virtual reality.

Level appointment is subject to the appointee’s research record, qualifications, and clinical and research experience.

# Key Responsibilities

The University of Melbourne sets ‘Minimum Standards for Academic Levels’ (MSALs) which are expected from academic staff*.* The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic and may be amended from time to time.

Below is the MSALs for Level D and Level E academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

**Level D: Occupational Equivalent: Associate Professor, Principal Lecturer, Principal Research Fellow**(a) A Level D Academic will make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.
(b) A Level D Academic will make an outstanding contribution to the governance and collegial life inside and outside of the University and will have attained recognition at a national or international level in their discipline. The Academic will make original and innovative contributions to the advancement of scholarship, research and/or teaching in their discipline, and may undertake research.
(c) The research work of a Level D Academic will make a major original and innovative contribution to their field of study or research, and be recognised as outstanding nationally or internationally.
(d) A Level D Academic will play an outstanding role within the University, discipline and/or profession in fostering the research activities of others and in research training.

**Level E: Occupational Equivalent: Professor, Professorial Fellow**(a) A Level E Academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline across the University and within the community, professional, commercial or industrial sectors.
(b) A Level E Academic will have attained recognition as an eminent authority in their discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A Level E Academic will make original, innovative and distinguished contributions to scholarship, research and/or teaching in their discipline and may undertake research. The Academic will make a commensurate contribution to the work of the University.
(c) The research work of a Level E Academic will typically have achieved international recognition through original, innovative and distinguished contributions to their field of research, which is demonstrated by sustained and distinguished performance. At Level E an Academic will provide leadership in their field of research within the University, discipline and/or profession and within the scholarly and/or general community.
(d) The Academic will foster excellence in research, research policy and
research training.

## Clinical responsibilities (orygen)

* Provide clinical leadership and expertise in focal areas of the clinical program.
* To provide expert clinical leadership to the clinical team including maintaining high clinical standards, team professional development and supervision of team junior clinical staff, and other staff as needed.
* To provide leadership more generally across Orygen by participating as requested in quality and risk, service development and innovation meetings.

## Academic Research and research training

* Lead, original, innovative, and distinguished research programs in one or more areas such as Ultrahigh risk for psychosis, Forensic YMH and/or Virtual Reality, that have demonstrable impact that is of benefit to young people and their families
* Develop strong collaborative interactions and cross-disciplinary research initiatives with other departments and centres of the University and national and international external collaborators
* Publish research outcomes in high-impact peer reviewed journals, and write or contribute to writing policy, advocacy and translational materials in areas of expertise.
* Contribute to the Graduate Education program through lectures in area of expertise.
* Apply for, and obtain, research funding from national and international competitive granting agencies and other sources.
* Secure research grants and external research income that build institutional capacity and create opportunities for early career academic development
* Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional networks

## Leadership and service

* As a senior clinician and academic, provide leadership and foster excellence in research, research training and community engagement in youth mental health
* Develop and lead new programs in, or work with existing leadership to further current programs in youth mental health research aligned with the strategic direction of Orygen which is currently to enact research for reform.
* Lead collaborative initiatives with community engagement and professional activities related to the advancement of youth mental health research.
* Active leadership and participation on Orygen, CYMH and faculty committees and significant contribution to activities and developments across the broader community of the University.
* Positive engagement in learning and career development of self and others
* Effective demonstration and promotion of University and Orygen values including diversity and inclusion and high standards of ethics and integrity.

## Staff supervision

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| * 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 staff have access to appropriate professional development activities.
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| * Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
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| * 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.
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## Responsibility and Compliance

* Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others.
* Reliably follow communications protocols and/or policies as appropriate.
* Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.
* Behavioural Expectations - All staff are expected to maintain the following behaviours:

Treat everyone equitably; act fairly with staff and demonstrate respect for diversity

Be an effective team player who is cooperative and gains the trust and support of staff, peers, and clients through collaboration.

Create ethics applications and report to the ethics committees.

# Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website how to address [Essential Selection Criteria](http://about.unimelb.edu.au/careers/search/info/selection-criteria)

## Essential

* PhD or equivalent professional qualification in relevant discipline.
* Evidence of significant contribution to independent and team-based research in forensic YMH, UHR and EIP, and/or VR Research for young people with mental ill health with application to Youth Mental Health research with a national or international profile.
* Exceptional research profile at an international level as evidenced by:
	+ A track record in attracting research funding from competitive grant agencies and other sources including industry.
	+ Strong, independent and original publication record in high-impact peer-reviewed journals.
* Drive, energy and vision for leading a world class research program.
* Exceptional communication and interpersonal skills with the ability to establish and maintain effective working relationships that inspire students and staff and other members of the wider Orygen community.
* Capacity to provide high-quality research leadership, including leadership of interdisciplinary teams, and effective management of research and other staff.
* Demonstrated excellence in ability to establish cross-disciplinary research partnerships and collaborations. Experience of establishing productive links with national and international partners.
* Extensive and effective supervision of higher degree and post-doctoral research students.

## At level E in addition to the above for appointment at  Level E (Professor):

* Exceptional international research profile in ultra-high risk for psychosis research, youth mental health in a forensic context, or in the use of new technologies as interventions for young people with mental ill health.
* Evidence of performance and pre-eminences as a scholar and clinical leader of international standing.

## Desirable

* PhD in field relevant to early intervention and youth mental health.
* Track record of translating research into real-world clinical applications or systems.
* Experience of communication and education about youth mental health with the public through traditional and social media, engagement with community groups and other non-research organisations.

## Special requirements of the role

* This position requires the incumbent to hold a current and valid Working with Children Check and to have completed an international or national police check.

# 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.

# 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:

<https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

# Other Information

## 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>

## centre FOR youth mental health

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 of Orygen Youth Health Research Centre OYH-RC, who were previously members of specific Departments (notably Psychiatry and Psychology), are now based. All NHMRC and ARC Grants to be used for OYH-RC 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 Professor Director of the Centre for Youth Mental Health is Professor Patrick McGorry. Reporting arrangements are through the University of Melbourne structure with a direct report to Professor Jane Gunn, Dean of the Faculty.

## oRYGEN

Orygen 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>

## Faculty of Medicine, Dentistry and Health Sciences

[www.mdhs.unimelb.edu.au](http://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

## 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.

## 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>