



THE UNIVERSITY OF  
MELBOURNE

Appointment of

# Cato Chair of Psychiatry and Head of the Department of Psychiatry

Melbourne Medical School

Faculty of Medicine, Dentistry and Health Sciences





# Melbourne Medical School

Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

MMS is composed of nine clinical departments: Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery. MMS has over 900 academic and professional staff members who are either located at the University of Melbourne's Parkville campus or are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria. In addition, MMS staff are privileged to work alongside over 2 400 honorary appointees from the health sector who tirelessly contribute their time, knowledge and clinical expertise to the education of our students.

MMS delivers a suite of health-related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. As MMS's flagship program the MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the School is highly collaborative and spans basic to translational research. MMS has nearly 550 higher degree by research candidates.

MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor John Prins, MMS is undertaking exciting new developments including a major review of the MD curriculum, an emphasis on the clinician-scientist career trajectory and a reinvigorated focus on clinically relevant research.

For more information, please visit [www.medicine.unimelb.edu.au](http://www.medicine.unimelb.edu.au)



Annual total budget of A\$200 million



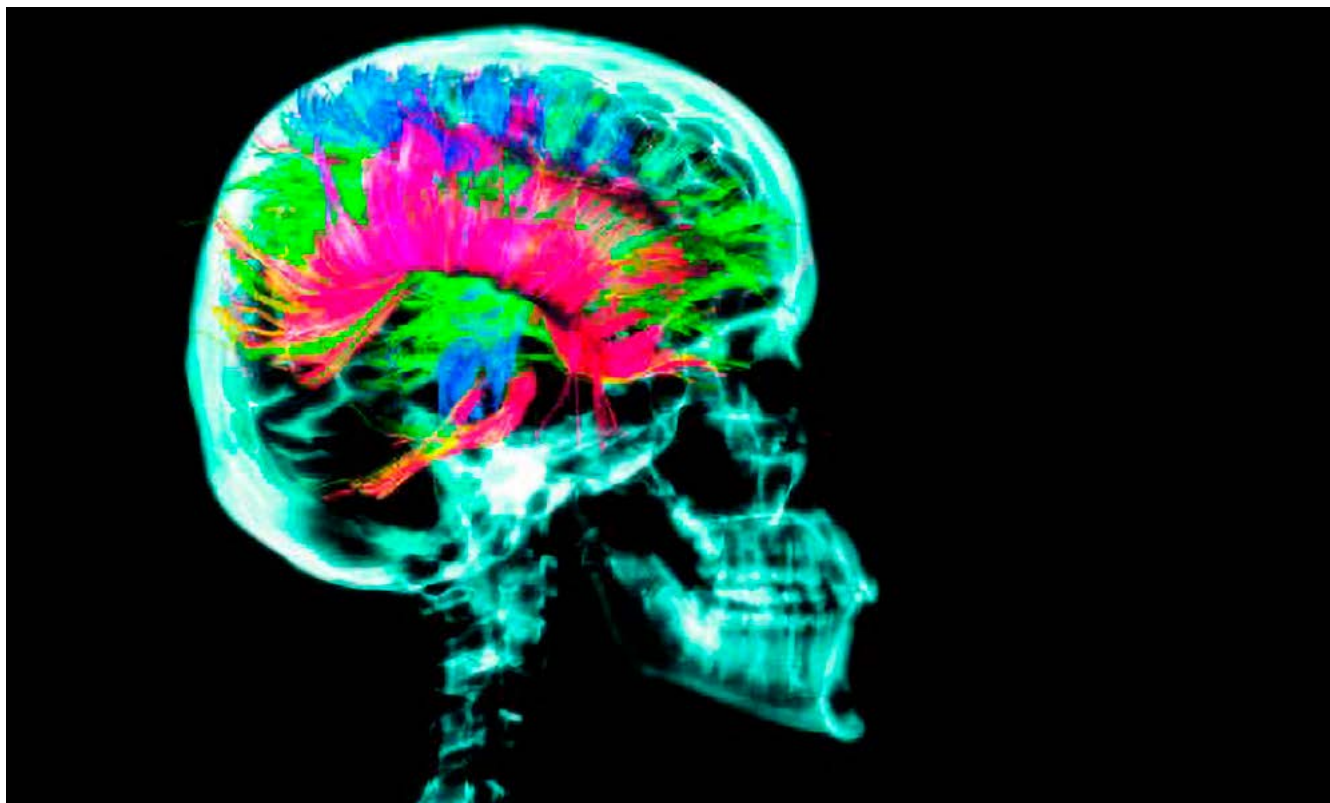
Annual research income of A\$88.5 million



3 354 fully refereed research publications in 2017



2 540 students enrolled in coursework, research and commercial course offerings



# Department of Psychiatry

The Department of Psychiatry at the University was established in the 1960s.

The Department is a large Department within MMS. There are approximately 115 academic and professional staff, 170 honorary staff and about 45 students who are enrolled to pursue research degrees from Honours, Masters and PhD programs. A further 230 students are enrolled in graduate coursework programs, including the flagship Master of Psychiatry course. The Department's operating budget is \$5.5 million and research income is \$6.9 million. The Department plays a key role in the medical curriculum for the graduate Doctor of Medicine (MD) program, providing rotations in psychiatry for medical students and teaching in other sections of the course. The Department also offers many opportunities for students undertaking research projects in Phase 3 of the MD course, which comprises a significant research experience.

The Department has major teaching and research units at Austin Health, Melbourne Health and St. Vincent's Health. The Head of the Department of Psychiatry is the Cato Professor of Psychiatry. In addition, there are a number of research centres, offices and many psychiatric units within Victoria that are affiliated with the Department of Psychiatry in which academic appointees of the Department are located.

The research structure of the Department comprises: the Academic Unit for Psychiatry of Old Age; Melbourne Neuropsychiatry Centre (MNC); and Phoenix Australia, Centre for Posttraumatic Mental Health and the Psychosocial Research Centre. The psychiatric units include those at the Sunshine and Northern hospitals and two private hospitals, the Albert Road Clinic (Ramsay Health Care) and the Melbourne Clinic (Healthscope). The Department of Psychiatry is involved extensively in direct clinical care delivery, development of service delivery, medical student and psychiatric trainee education and psychiatric research.

The research interests of the Department include personalised psychiatry, prediction and biomarker research in psychiatry, molecular and cellular neuropathology, neuropsychiatry, neuroimaging, neuropsychology, psychosocial research, economic evaluation, psycho-neuroendocrinology, psychopharmacology, psycho-oncology, ethics, psychiatric epidemiology, service delivery in mental health and a variety of psychiatric conditions including but not limited to early psychosis and youth mental health, mood disorders, anxiety disorders, personality disorders, addiction disorders, eating disorders, childhood psychiatric disorders, women's mental health, dementia and psychiatry of old age.





# Faculty of Medicine, Dentistry and Health Sciences

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia's pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.

The Faculty employs more than 1 900 members of staff, attracts more than 8 000 students each year and comprises six schools; 33 departments, centres and institutes; and 128 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia's overall leader in clinical, pre-clinical and health sciences and was ranked 9th globally in 2018 by the Times Higher Education World University Rankings. In the field of clinical medicine and pharmacology, the Jiao Tong ranks the University of Melbourne as the first in Australia and number 29 in the world in 2019. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.



Co-authorship with more than 140 countries in the last five years. Top five countries are the United States, England, Canada, Germany and the Netherlands.



Annual research income of more than A\$225million: 50 per cent of the University of Melbourne total.



More than 4 000 peer reviewed publications every year: 44 per cent of publications include an international co-author.



Approximately 1 500 graduate research students conduct research supervised by over 1500 staff and honoraries across the Faculty's six schools and in affiliated health services and research institutes.



University departments are embedded in a range of health services including the Austin Hospital, Northern Hospital, Royal Melbourne Hospital, St Vincent's Hospital, The Royal Women's Hospital and rural partners such as Goulburn Valley Health.



The Faculty employs over 1 300 academic research staff. Hospital departments employ 39 per cent of MDHS academic staff. The University has over 2 000 hospital-based honorary staff and more than 500 honorary staff in partner institutes.



The Faculty offers a suite of professional entry Masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Science (DDS) and the Doctor of Physiotherapy (DPhysio). There are also a number of other successful graduate programs such as the Master of Biomedical Science, Master of Public Health, Master of Primary Health Care, Master of Social Work, Master of Clinical Audiology, Master of Speech Pathology, Master of Clinical Optometry and many more in nursing, social work, health sciences and psychology. These programs which are unparalleled in the Australian higher education system provide new approaches to educating health care professionals and are specifically designed to better align student attributes to the sector's needs.

The Faculty has strong collaborative links within the Melbourne Biomedical Precinct, as well as with many leading national and global research institutes, clinical centres and health-related industries. These collaborations provide students, researchers, educators and clinical academics with excellent resources and infrastructure. They have led to significant medical breakthroughs and fostered new world-class facilities such as the Victorian Comprehensive Cancer Centre, Melbourne Brain Centre, Doherty Institute and Royal Children's Hospital campus.

## Melbourne Biomedical Precinct

The Faculty is a key collaborator within the Melbourne Biomedical Precinct – a leading global research and teaching hub and one of the top five biomedical precincts in the world. Precinct partners share an impressive history of ground-breaking medical discoveries and developments, as well as a future-focused outlook on innovative and transformative health care. The 25 precinct partners, located within easy reach of each other, are engaged in breakthrough research, education and the delivery of clinical care and health services. This dense concentration of hospitals, research facilities and academic campuses provides the opportunity, which is unparalleled in Australia, for talented individuals from a range of disciplines to engage in world-class collaborations.





# The University of Melbourne

Established in 1853, the University of Melbourne is a public-spirited institution with an outstanding reputation for excellence in research, learning and teaching, and engagement.

With a history of more than 160 years, the University occupies a special place in the heart of Melbourne's intellectual and cultural scene. It offers a vibrant and stimulating environment for more than 7 000 staff members and 50 000 students, including 12 000 international students from more than 120 countries. It has an annual budget exceeding A\$2 billion.

Ranked as the leading university in Australia, and situated at 38 on the Academic Ranking of World Universities (ARWU), it is consistently situated among the fastest-rising research universities. The University is counted among the best in the world – 32 by the Times Higher Education and 26 by the US News & World Report Rankings.

## The Melbourne Model

Building on long-standing traditions of leadership and innovation in teaching and embracing international developments in curriculum design, the University introduced the Melbourne Model in 2008. The distinctive educational model offers degrees in three broad cycles. At Bachelor level, students select from one of six broad degrees (offering a total of 87 major fields of study) and a limited number of specialist offerings. These programs lay the intellectual foundations for future employment or further study. Most professional qualifications are subsequently offered at Masters level, where students can choose from a variety of professional or specialist graduate programs offering intensive graduate-level experiences that promote deep professional learning. At Doctoral level, students work alongside and are nurtured by international research leaders in a broad range of fields.

The Melbourne Model's curriculum combines academic breadth with disciplinary depth to strategically reposition the University in an increasingly globalised higher education framework. The University prepares its students to enter a world marked by rapid change where graduates must possess the applicable knowledge, and flexible and adaptable skills, to succeed.





# Living and Working in Melbourne

## Geography

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 4.5 million people and a metropolitan area of 9990.5 km<sup>2</sup>. The Economist Intelligence Unit has rated Melbourne one of the world's most liveable city for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km<sup>2</sup> and has a population of more than 143 000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

## Parkville Campus

The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; as well as cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

Parkville is recognised as the hub of Australia's premier knowledge precinct, comprising eight hospitals as well as numerous leading research institutes and knowledge-based industries. Although a sizable portion of the Faculty of Medicine, Dentistry and Health Sciences is located in Parkville, the Faculty also has academic departments co-located at a range of health services throughout the Melbourne metropolitan area and rural and regional Victoria. These include St Vincent's Hospital, The Royal Victorian Eye and Ear Hospital, Austin Hospital, Western Health, Northern Health as well as the Department of Rural Health based at Shepparton in the Goulburn Valley with health services affiliations to almost 40 smaller towns in rural Victoria.

# Cato Chair of Psychiatry and Head of the Department of Psychiatry

<b>Classification</b>	Level E, Professor (Teaching and Research)
<b>Salary</b>	An attractive salary package will be negotiated including clinical loading
<b>Superannuation</b>	Employer contribution of 17%
<b>Working Hours</b>	Full time
<b>Basis of Employment</b>	Continuing

## Position Summary

The Cato Chair, a leading Chair in psychiatry in Australia, provides academic leadership in the discipline of psychiatry. The Chair also heads the Department of Psychiatry at the University of Melbourne. The appointee will be expected to make innovative and distinctive contributions in the areas of academic leadership, research, teaching and learning.

The appointee will build successful partnerships and collaborate effectively with other research groups and partners to enhance and foster excellence in mental health teaching and research and contribute to academically underpinned and evidence-based clinical care in psychiatry. In addition, the appointee will also contribute to teaching excellence at both undergraduate and postgraduate levels. The successful candidate will be eminent in psychiatry, encompassing research best practice and application.

The position offers high quality facilities including laboratory space, clinical trial rooms, library and a collaborative research environment.

As the Cato Chair of Psychiatry and Head of the Department of Psychiatry, the incumbent will report to the Head of the Melbourne Medical School (MMS).

The successful appointee will have the opportunity of negotiating a research and/or clinical role within Melbourne Health, Royal Melbourne Hospital. The Cato Chair has an important role as a leader of academic psychiatry to promote clinical excellence in North Western Mental Health (as part of Melbourne Health) (NWMH). The Cato Chair will work closely with the Executive Director, NWMH to promote excellence in clinical care and enhance the strong research activities in NWMH.

The title of Cato Chair of Psychiatry is awarded for the duration of the incumbent's role as Head of Department. If the incumbent is no longer Head of Department, they will be appointed to a professorial position in the Department with the appropriate Department level reporting line for the remainder of the contract.

Professors at the University also provide transformational leadership and dedicated service to the University and the broader community beyond their leadership within their academic fields and disciplines.

The Council reserves the right to make no appointment or to fill the position by invitation at any stage.

## 1. Key Responsibilities

### 1.1 LEADERSHIP AND MANAGEMENT

- As a senior member of the Faculty, provide leadership and foster excellence in research, teaching and community engagement for improved capability across the Department, Faculty and University overall
- Lead collaborative initiatives with community, industry and policy engagement of significant public value (for example, research translation, clinical programs and educational programs)
- Seek new opportunities for enhancing the international standing of the Department and University more broadly
- Active participation on Department/Faculty/University committees
- Positive engagement in learning and career development of self and others
- Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- Contribute to the executive of NWMH including oversight of research at NWMH

### 1.2 TEACHING AND LEARNING

- Provide leadership in improving the quality of mental health education and training
- Lead the delivery of innovative educational programs
- Lead the evaluation and renewal of curriculum design and delivery
- Provide expert advice to government and peak bodies (local, state, national, international)
- Oversee and guide the academic development of students

### 1.3 RESEARCH AND RESEARCH TRAINING

- Set the direction and lead, original, innovative and distinguished research programs that have demonstrable impact and benefit to society
- Develop collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University
- Secure research grants and external research income that builds institutional capacity and creates opportunities for early career academic development
- Publish research outcomes in high-impact peer reviewed journals
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks



#### 1.4 STAFF SUPERVISION

- Undertake probationary and performance management processes and hold regular conversations with staff to provide 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
- Understand the responsibilities and operational requirements associated with approving staff leave
- Allocate and monitor workloads 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

#### 1.5 DEPARTMENTAL GOVERNANCE

- Establish and maintain suitable departmental organisational and committee structures
- Hold regular consultation with a departmental consultative committee
- Develop and maintain the strategic and academic planning functions of the department including setting of goals and targets and the initiation and revision of course offering
- Allocate responsibilities to staff to ensure the effective and efficient performance of the Department's teaching, research and service functions
- Promulgate and implement the University's policies within the Department
- Ensure ethical conduct in and by the Department, including ethical use of communication networks

#### 1.6 FINANCIAL AND INFRASTRUCTURE MANAGEMENT

- Manage Department finances including the establishment of budgets and planning for equipment, other infrastructure expenditure and monitoring of expenditure against allocations
- Active pursuit of opportunities to increase revenue for the Department
- Manage and maintain departmental space and resource infrastructure across various locations of the Department
- Ensure compliance with legislation, University policy and regulations and financial management and reporting requirements

#### 1.7 ENGAGEMENT

- Provide leadership and be actively involved in engagement activities of the Department, Faculty and University

#### 1.8 ADVANCEMENT

- Participate actively in Alumni Relations and Advancement activities of MMS and the Faculty

## 2. Selection Criteria

### 2.1 ESSENTIAL

- Registration with the Medical Practitioners Board of Australia or qualifications which will enable registration
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists or its equivalent
- A Research Doctoral Degree in psychiatry
- International standing and demonstrated leadership in research and scholarship including demonstrated sustained success in obtaining research grants and external research income (with an emphasis on competitive, international and peer-reviewed)
- Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government
- A demonstrated record of academic leadership and provision of effective strategic direction within an organisation
- Demonstrated ability to provide leadership to multi-disciplinary staff in relation to research and training
- Proven high-level organisational management and problem-solving skills and demonstrated ability to meet the governance requirements of the position
- Demonstrated experience in effective financial and infrastructure management
- Capacity to provide a sound framework to ensure appropriate staff guidance and management of performance
- The ability to effectively represent the interests of the discipline, the Faculty and University in the wider community
- Demonstrated clinical expertise in an area of interest within psychiatry with extensive experience in public mental health services

### 2.2 DESIRABLE

- Demonstrated record of leadership in the profession and community matters related to psychiatry
- A sound understanding of the impact of changes in the higher education sector in Australia on the University
- Expertise in clinical governance frameworks and their implementation in relation to mental health service delivery
- A demonstrated capacity for effective innovation, especially in response to change
- Community leadership in mental health and effective advocacy with government
- Familiarity with Victorian Government policies and directions in relation to mental health services
- Experience in, and understanding of, advancement and philanthropy



## People and Benefits

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The University is committed to providing an intellectually stimulating and personally rewarding workplace that attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff who have been recognised through prestigious national and international awards and membership of Australia's learned Academies. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

### The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world-class organisation which provides its staff with exceptional benefits and support at every stage of their life and career:

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support. University course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.





## Further Information and Website Addresses

General information about the University of Melbourne is available through its website at [www.unimelb.edu.au](http://www.unimelb.edu.au)

**About the University of Melbourne**  
[about.unimelb.edu.au](http://about.unimelb.edu.au)

**The University of Melbourne's Strategic Plan 2015-2020:**  
*Growing Esteem*  
[growingesteem.unimelb.edu.au](http://growingesteem.unimelb.edu.au)

**2017 Annual Report**  
[about.unimelb.edu.au/strategy/annual-reports](http://about.unimelb.edu.au/strategy/annual-reports)

**Faculty of Medicine, Dentistry and Health Sciences**  
[mdhs.unimelb.edu.au](http://mdhs.unimelb.edu.au)

**Melbourne Medical School**  
[medicine.unimelb.edu.au](http://medicine.unimelb.edu.au)

To enquire further about this role contact

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Please do not send your application to this email address.

### To Apply

For other career opportunities at the Melbourne Medical School, and to apply, please visit: [medicine.unimelb.edu.au](http://medicine.unimelb.edu.au)

Applications close: 5th May, 2019



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