

Director, Centre for Developmental Psychiatry and Psychology, Monash Health

Professor, Monash University

Position Description

Last Updated: September 2018

<b>Position Title:</b>	<b>Director, Centre for Developmental Psychiatry and Psychology, Monash Health Professor, Monash University</b>
<b>Reports to:</b>	<b>Program Director, Mental Health, Monash Health Head, Department of Psychiatry, School of Clinical Sciences at Monash Health, Monash University</b>
<b>Location:</b>	<b>Based at Monash Medical Centre and Monash Children's Hospital, Clayton, but required to work across all Monash Health sites</b>

## Monash Health

Monash Health is Victoria's largest public health service. We are proud to provide healthcare to one quarter of Melbourne's population, across the entire life-span from newborn and children, to adults, the elderly, their families and careers.

We improve the health of our community through:

- Prevention and early intervention
- Community-based treatment and rehabilitation
- Highly specialised surgical and medical diagnosis, treatment and monitoring services
- Hospital and community-based mental health services
- Comprehensive sub-acute, aged care and palliative care programs
- Research, education and teaching the next generation of healthcare professionals
- Regional and state-wide specialist services

More than 16,000 staff work at over 40 care locations across south eastern Melbourne, including Monash Medical Centre, Monash Children's Hospital, Moorabbin Hospital, Dandenong Hospital, Casey Hospital, Kingston Centre, Cranbourne Centre, and an extensive network of rehabilitation, aged care, community health and mental health facilities.

Each year:

- We provide more than 3.6 million episodes of care to our community
- More than 260,000 people are admitted to our hospitals
- More than 220,000 receive care at our three emergency departments
- We respond to more than 54,000 ambulance arrivals
- We perform more than 48,000 surgical procedures
- We deliver more than 10,000 babies

As an equal opportunity employer, Monash Health is committed to a fair and non-discriminatory workplace that maximises the talent, potential and contribution of all employees. We are committed to our iCare values of integrity, compassion, accountability, respect and excellence.

## Mental Health Program

The Monash Health Mental Program provides inpatient and community-based services to people of any age with a mental illness and those with alcohol or other drug problems. The Early-in-Life Mental Health Service (ELMHS) provides care for children and youth up to 25 years of age; the Adult Mental Health Services for people up to 65 years; and the Aged Persons Mental Health Service for people over 65. In addition there are a range of specialist and all-age services – consultation-liaison psychiatry, primary care mental health, drug and alcohol services, psychiatric triage service, agile psychological medicine clinics, wellness and recovery centre (for eating disorders), perinatal and infant psychiatry, gender dysphoria clinic and neurodevelopmental disorders. Services are provided by a range of health professionals, working in multidisciplinary teams including counsellors/welfare workers, medical officers and registrars, mental health nurses, occupational therapists, psychiatrists, psychologists, social workers and speech pathologists, supported by administrative and ancillary staff. The catchment area for Monash Mental Health Services covers a wide area of south-east metropolitan Melbourne with a population of around one million people. Monash Health operates 106 beds in acute adult psychiatry, 20 child & adolescent beds (Stepping Stones), 40 acute aged person's beds, 50 secure extended stay beds, 40 community residential rehabilitation beds, 50 prevention and recovery beds (medium stay, low security), and 12 drug and alcohol withdrawal beds. These inpatient services are supported by an extensive community program.

Of particular relevance to this position, is the exciting development at Monash Health of the new Monash Children's Hospital, opened in 2017. This will provide greater opportunity than previously to integrate mental health services for children and adolescents into mainstream child health programs. Of particular note is the development of a new children's neuropsychiatry inpatient unit within Monash Children's, which will provide specialist assessment for children under 12 years of age experiencing complex and severe neurodevelopmental and psychiatric problems. In addition, the Early in Life Mental Health Service provides community based clinical services across our region; Monash, Dandenong and Casey/Cardinia, for people with developmental and neuropsychiatric problems and first episode psychoses, as well the common childhood psychiatric disorders.

Monash Health Mental Health prides itself in its postgraduate psychiatry training program, with over 50 trainee psychiatrists rotating through all stages and clinical areas of training.

## Monash University

**Monash University**, Australia's largest university, is a university of transformation, progress and optimism. Our people are our most valued asset, with our academics among the best in the world and our professional staff revolutionising the way we operate as an organisation. For more information about our University and our exciting future, please visit [www.monash.edu](http://www.monash.edu).

The **Faculty of Medicine, Nursing and Health Sciences** is the University's largest research faculty. World-class researchers work across disciplines including laboratory-based medical science, applied clinical research, and social and public health research. The faculty is home to a number of leading medical and biomedical research institutes and groups, and has contributed to advances in many crucial areas. Its expertise in life sciences and biomedicine is recognised both nationally and internationally. To learn more about the faculty, please visit [www.med.monash.edu.au](http://www.med.monash.edu.au).

**The School of Clinical Sciences at Monash Health (SCS)** is the largest clinical teaching school of Monash University. Most of the school's research and teaching activities are based near the main university campus at Monash Medical Centre Clayton although activities also extend to a number of external sites including Dandenong, Casey, and Moorabbin Hospitals and Monash Health's Kingston Centre. The school's researchers collaborate closely with relevant clinical areas in the hospital and in many cases hold senior clinical positions. Researchers also liaise closely with the Hudson Institute of Medical Research which is located on site and forms a Department of Molecular and Translational Sciences in the school, as well as other parts of the University and external research organisations.

The school is a key partner of the Monash Institute of Medical Engineering. In 2015 the School's researchers published >800 papers, and had >190 PhD students enrolled, and generated ~\$30M in research funding. In addition, the School of Clinical Sciences hosts multiple University Research Centres (including CDPP). Further details may be found at <http://www.med.monash.edu.au/scs>.

The **Department of Psychiatry** is a Department of the School of Clinical Sciences at Monash Health, which provides academic leadership in teaching and research embedded within the University's activities at campuses of Monash Health. In partnership with Monash Health it runs a strong postgraduate psychiatry training program.

The Department of Psychiatry has strong research units in Developmental Psychiatry and Psychology, Aged Persons' Mental Health, Consultation-Liaison Psychiatry, Molecular Pharmacology, Psychiatric Epidemiology and Health Services Research, and Clinical Trials. The Centre for Developmental Psychiatry and Psychology is one of these research units.

Further details may be found at [www.med.monash.edu.au/scs/psychiatry](http://www.med.monash.edu.au/scs/psychiatry).

### **The Centre for Developmental Psychiatry and Psychology**

The Monash Centre for Developmental Psychiatry and Psychology (CDPP) was established in 1989 as a joint clinical research and teaching centre of Monash University and Monash Health. It has a vision to be Australia's leading clinical research centre in developmental psychiatry and psychology. Its foundation professor was Emeritus Professor Bruce Tonge. The CDPP has developed outstanding research in two major streams: 1. The psychopathology and treatment of developmental disabilities (intellectual disability, including autism); and 2. The phenomenology and treatment of emotional (internalizing) disorders such as depression and anxiety. It also has major undergraduate and postgraduate teaching programs, including a successful child psychotherapy training stream within the Masters of Mental Health Science degree. It collaborates with Mindful, the State CAMHS workforce training program, as well as contributes to government policy development, service delivery and professional and consumer / carer organisations. The CDPP works in close affiliation with the clinical services provided by Monash Health as well as CAMHS in Bendigo, Mildura, Barwon, Wangaratta, and the LaTrobe Valley. These links provide a substantial base of patients who form the focus of the range of clinical research projects.

Further details may be found at [www.med.monash.edu.au/scs/psychiatry/developmental/](http://www.med.monash.edu.au/scs/psychiatry/developmental/).

### **Monash Partners**

The **Monash Health Translation Precinct (MHTP)** is a collaborative initiative of Monash Health, Monash University and Hudson Institute of Medical Research which strengthens links between education and training, basic and clinical research, and patient care. The MHTP combines the research efforts of over 400 scientific staff, over 200 postgraduate students, and hundreds of clinician researchers. Neuroscience and Psychiatry is a major theme of the MHTP. The MHTP also benefits from the opening in 2015 of the 10,000m<sup>2</sup> MHTP Translational Research Facility, incorporating a dedicated Clinical Trials Centre, multiple technology platforms including medical genomics, proteomics, flow cytometry, histology, and cell-based therapies. Further details may be found at: <http://www.mhtp.org.au>.

**Monash Partners Academic Health Science Centre (MPAHSC)** is an initiative of eight independent, world class providers of health services, health research and health education in the south and east of Melbourne, Australia. The Members are: Alfred Health; Baker IDI; Burnet Institute; Cabrini Health; Epworth HealthCare; Monash University; Hudson Institute of Medical Research; and Monash Health. Monash Partners provides the foundations for borderless clinical care and translational research to be available across an immediate catchment population of 2.8 million people. In March 2015 Monash Partners was recognised by the National Health and Medical Research Council as one of only four Advanced Health Research and Translation Centres in Australia. This recognition acknowledges Monash Partners capability in high impact translational research and in the translation of research into improved patient care and health outcomes. Further details may be found at: <http://www.monashpartners.org.au>.

## Position Summary

Monash Health and Monash University have a joint vision to continue the development of Developmental Psychiatry and Psychology as a clinical and academic strength, serving the community through advanced treatments and interventions and education programs. The **Professor and Director** will be responsible for the academic leadership and strategic development of developmental psychiatry and psychology, working alongside the Unit Head of ELMHS to develop a first-class clinical academic service at Monash Health consistent with our Strategic and Clinical Services plans.

The appointee will be a member of the Senior Medical Staff of Monash Health and fulfil a senior and significant clinical leadership role within Monash Health, providing clinical work in their area of interest and expertise – in an area of child and adolescent or youth psychiatry.

The appointee will be a **Professor of Monash University** and a member of the School of Clinical Sciences at Monash Health, Faculty of Medicine, Nursing and Health Sciences. The appointee will lead, foster and grow excellence in research in the discipline of psychiatry. The appointee will develop and maintain a research program that is fully integrated with that of Monash Health, MHTP etc. The appointee will be responsible for developing a world-class research program as evidenced by publications in high impact journals, success in peer review funding schemes, international standing and/or translational achievement. Relevant fields of research for the appointee are broad and include clinical or basic research relevant to psychiatry.

The appointee will be responsible for leadership of the undergraduate and postgraduate teaching programs within the field of developmental and child and youth psychiatry.

The appointee will report to:

1. The **Program Director, Mental Health, Monash Health**, for provision of clinical services, management of any budget for clinical services they direct, and professional governance, research and education
2. The **Head, Department of Psychiatry, School of Clinical Sciences at Monash Health** for research, teaching and administrative duties relevant to Monash University

## Objectives

The appointee will be responsible for:

- Clinical leadership in an area of specialty within developmental or child and adolescent psychiatry, to achieve optimal service provision, best practice patient outcomes, and strengthening of professional, educational and research activities; The particular area and scope of leadership will depend on the interests and expertise of the successful candidate, though it is expected the person will have a senior leadership role in the Early in Life Mental Health Service
- Strengthening and expansion of research and teaching in developmental psychiatry and psychology at Monash Health and Monash University
- Leadership of the Centre for Developmental Psychiatry and Psychology in a way that enhances its world-wide reputation
- Leading initiatives in undergraduate and postgraduate teaching relevant to developmental psychiatry and psychology (for instance, in undergraduate medicine and postgraduate psychiatry)
- Enhancing the translational research activities of Monash Health, Monash University and their partners

## Direct Reports

Direct reports	This position has a number of direct reports of clinical and academic staff
Work relationships	Chief Operating Officer, Chief Medical Officer, Program Directors, General Managers, Unit Heads, Nurse Unit Managers, Department of Health and Human Services

## Responsibilities

### Leadership and Administration

- Lead the CDPP in all of its domains and activities to ensure its continuing position as a leading facility with a national and international reputation for excellence in research, teaching, service development and evaluation
- Contribute to academic and administrative leadership within the school, university and health service
- Attend school, clinical service and faculty meetings and play a major role in planning and committee work

### Research and Education

- Undertake world class research and lead a large research team
- Publish research in international peer reviewed journals
- Prepare and submit research grant applications and obtain competitive research funding
- Seek out and establish interdisciplinary collaborations across the University, and in Australia and internationally
- Supervise undergraduate and post-graduate research students
- Be sought after as an expert speaker at conferences
- Develop and be responsible for curriculum/programs of study
- Develop new course materials and teaching methods in the areas of developmental psychiatry and psychology
- Initiate and develop novel teaching strategies, particularly in the area of education or technology assisted learning
- Conduct tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and assess student outcomes as required
- Coordinate training for hospitals, community services and government
- Facilitate the medical education of patients, families, trainees and other health professionals and the community
- Provide the necessary training and commitment to the supervision, mentoring and assessment of medical, psychology and other allied health trainees and students
- Contribute to the development, dissemination, application, and translation of new medical knowledge and practice

### Clinical Governance/Clinical Quality and Safety

The following responsibilities/ accountabilities deliver on the Monash Health [Strategic Plan 2013-2018](#).

- Undertake relevant quality & safety activities to ensure you and your area of responsibility comply with the National Safety & Quality Health Service (NSQHS) Standards
- Be responsible for quality of care at point of care
- Contribute to the provision of excellence in clinical services, research, education and knowledge transfer within Psychiatry
- Contribute to processes ensuring patients receive high quality services and continuity of care, and that high quality clinical standards and clinical outcomes and risk management approaches and accreditation requirements are achieved
- Contribute to the establishment and maintenance of a high quality multidisciplinary team, appropriate access to Psychiatry and Psychology services, open communication, collaborative working relationships and professional behaviours at all times
- Duties as outlined in the relevant Enterprise Agreement
- Supervise clinicians from a variety of disciplines as appropriate in your clinical role
- Build supportive relations with other clinicians who report to you and encourage open communication including escalation of clinical and non-clinical concerns

### **Clinical Expertise**

- Provide outstanding clinical care as a consultant to child and adolescent and/or youth mental health services
- Provide clinical and academic leadership to support the development of Early in Life Mental Health Services across Monash Health
- Provide clinical supervision to students training in psychiatry and psychology in the adult psychiatry setting
- Provide compassionate patient-centred care

### **Workforce**

- Provide leadership, development and support for direct reports, appraise their performance by providing specific and timely feedback
- Provide key learning and development opportunities for staff as a means of building sustained excellence in CDPP and ELMHS
- Manage staff through effective recruitment, retention, recognition and development strategies, ensuring there are effective consultation and communication processes in place
- Ensure staff complete mandatory and required training and are provided with professional training and development opportunities
- Manage staff through effective recruitment, retention, recognition and development strategies, ensuring there are effective consultation and communication processes in place
- Participate and co-operate in consultative processes to improve health and safety of CDPP and ELMHS staff
- Observe safe working practices and as far as you are able, protect your own and others' health and safety
- Monitor the operations and continuous improvement of the Monash Health Occupational Health and Safety Management System within area of responsibility, and provide a safe and positive workplace
- Complete all necessary personal training and professional development requirements

### **Financial Management**

- Meet CDPP operational targets (KPI's) on time and within budget
- Initiate and implement actions to expand the activities and improve the financial effectiveness of all functions of the Centre
- Coordinate budgeting and reporting for CDPP

### **Health Advocacy**

- Advocate for improvements in health care through involvement in relevant professional bodies and forum
- Respond to individual patient health and educational needs

### **External Relationships**

- Make a significant contribution to the profession and/or discipline
- Collaborate with industry
- Collaborate with other research groups

### *Adherence to Privacy/Confidentiality Requirements*

- Adhere to Victorian privacy laws – Information Privacy Act 2000 and the Health Records Act 2001, as well as other laws that regulate the handling of personal information

### **Appointment**

The appointment will be made by a joint Monash Health/Monash University selection committee.

The appointment will be for a period of up to five years. Subject to performance and other criteria, a further term may be negotiable.

## Performance Development

The performance of the appointee will be assessed annually and in accordance Monash University and Monash Health's performance management programs.

## Key Behavioural Requirements

The incumbent will undertake the role in a manner that demonstrates commitment to the positive leadership behaviours of Monash Health, to the principles of working together and to Monash Health's Vision, Purpose and Values.

### Monash Health Values:

<b>Integrity</b>	Honesty, open and transparent, admit mistakes, maintains confidentiality, fairness, builds trust
<b>Compassion</b>	Empathy, sensitivity, concern for others, interacts with dignity, tolerance, anticipates needs
<b>Accountability</b>	Understands roles, uses resources wisely, delivers on time, timely decision making, achieves stretch goals, takes responsibility for performance
<b>Respect</b>	Builds relationships, courteous, listens and understands, gives & receives feedback, sensitivity & understanding, values difference & individual worth
<b>Excellence</b>	Supports creativity & innovation, proactive & solution focused, seeks out opportunities, embraces quality improvement, professionalism

## Selection Criteria

### Qualifications

- Registration with the Medical Board of Australia, or be eligible for registration with the Medical Board of Australia
- A higher research doctoral degree in a relevant area of child and adolescent or youth psychiatry
- Strong and relevant research experience
- Specialist recognition by Australian Health Practitioner Regulation Agency in child and adolescent psychiatry;
- Appropriate specialist qualifications, such as Fellowship of the Royal Australasian College of Psychiatrists or equivalent, are essential. Typical qualifications would be illustrated by MB, BS, MD or PhD and FRANZCP
- A Working with Children's Check certificate

### Achievements, Qualities, Capabilities

- Established national and international reputation in their field of developmental psychiatry and psychology, as demonstrated by successful peer reviewed research grants, original papers in leading journals, and outstanding clinical service across a range of appropriate clinical domains
- Previous and continuous success in obtaining competitive research funding and experience leading a research team in appropriate translational clinical science
- A long record of outstanding clinical care as a psychiatrist caring for the mentally ill in inpatient, outpatient, community and a range of other settings
- Expertise in teaching in psychiatry, with documented evidence of scholarly activity
- Experience in supervising clinical and research staff, honours or postgraduate students



- Experience in development or refinement of courses and course materials for undergraduate and postgraduate students
- Experience in development and delivery of course materials for use in medical and psychology professional curricula
- A high degree of motivation, dedication and creativity as a leader, clinician, researcher and teacher
- The ability to lead a team of professionals and foster a culture of excellence and co-operation amongst team members and colleagues in CDPP, the University and Monash Health
- The ability to communicate effectively and convey information in clinical care, teaching and research in a clear, concise and interesting manner

### **Professionalism and Communication**

- Demonstrate all the attributes that accord with the Monash Health values – iCARE (Integrity, Compassion, Accountability, Respect, Excellence)
- Demonstrate a high level commitment to ethical practice
- Understand medico-legal issues associated with clinical care
- Demonstrate a commitment to profession-led regulation

### **Other Job Related Information**

- Travel (e.g., to various clinical sites)
- Peak periods of work during which the taking of leave may be restricted
- Possession of a current Victorian driver's license

### **Legal Compliance**

Ensure you are aware of and adhere to legislation and policies relevant to the duties undertaken, including:

- Equal Employment Opportunity, supporting equity and fairness
- Occupational Health and Safety, supporting a safe workplace
- Legislative framework for health services (e.g. Mental Health Act 2014)
- Conflict of Interest (including Conflict of Interest in Research)
- Paid Outside Work
- Privacy
- Research Conduct
- Staff/Student Relationships

### **Further Information**

Confidential enquiries regarding the position may be directed to the Program Director of Mental Health, Professor David Clarke, telephone: +613 9792 7505 or email [david.clarke@monashhealth.org](mailto:david.clarke@monashhealth.org) or the Head of Department of Psychiatry, Professor David Kissane, telephone: +613 9594 1477 or email [david.kissane@monash.edu](mailto:david.kissane@monash.edu)