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| **Position Description** |

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| **Director, The Bouverie Centre** | |
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| **Position No:** | 50145552 |
| **Business Unit:** | Office of the Provost |
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| **Division:** | School of Psychology and Public Health |
| **Department:**  **Classification Level:** | The Bouverie Centre  Professor |
| **Employment Type:** | Full Time – Fixed Term (Director 5 years) |
| **Campus Location:** | Brunswick |
| **Other Benefits:** | <http://www.latrobe.edu.au/jobs/working/benefits> |

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

The Bouverie Centre - <https://www.latrobe.edu.au/research/centres/health/bouverie>

# The Bouverie Centre; La Trobe University

## *Vision: Healthy relationships in families, organisations, and communities*

Established in 1956, The Bouverie Centre is now a systemic practice-research-translation Centre that draws on its history of bringing family therapy to Australia to promote its vision of healthy relationships in families, organisations, and communities. The Bouverie Centre is a values–based, learning organisation, that integrates clinical, Indigenous, practice & service development, academic, and research teams and programs to build systemic knowledge and expertise that is directed to making mental health and well-being better at all stages in life, in all cultures, for all people. The Centre has a nationally recognised Indigenous team that informs all Bouverie programs.

Originally a child guidance centre, since the 1970s, Bouverie has been the leading family therapy Centre in Australia and more recently, the world’s largest specialist family therapy centre. For more than 20 years, the Centre has delivered academic teaching in family therapy and currently offers a Master of Clinical Family Therapy (a nested program encompassing a Graduate Certificate and Graduate Diploma in Family Therapy) that is known for integrating theory, practice, and the personal qualities of the student. The Centre also offers Australia’s only Graduate Certificate in Family Therapy: First Nations, which combines traditional cultural healing practices and family therapy skills, enables Aboriginal and Torres Strait Islander students to study in their local region, and supports graduates to put theory into practice within their communities.

The Bouverie Centre is a research centre of La Trobe University, within the School of Psychology and Public Health. The Centre receives core funding from the Department of Health (DH) as a demonstration Centre, providing therapy services to families where a member has a mental illness or alcohol and drug diagnosis, using this practice to inform the development of contemporary, effective, client-led models of practice that are disseminated via our academic programs and translated to the field via our state-wide practice and service development program. Backed up by La Trobe University academic and research services, The Bouverie Centre aims to understand how relationships and circumstances affect people’s ability to develop, to care for themselves and others, and to manage challenging times, at all stages in life, in all cultures, for all people. We collaborate closely with people with lived and living experience, practitioners in the field and their organisations, to co-create meaningful, real-world research to support the development of practices that strengthen the mental health and well-being of individuals, families, and communities.

**The School of Psychology and Public Health**

The School of Psychology & Public Health (SPPH) undertakes teaching and research across a broad range of disciplines, including Family Therapy; Art Therapy; Rehabilitation Counselling; Psychology; Neuroscience; Public Health; Digital Health and Analytics; Health Information Management; and Ergonomics, Safety and Health. One of the larger Schools in La Trobe University, the SPPH currently comprises six academic units: the Department of Public Health, the Department of Psychology, Counselling & Therapy, the Centre for Alcohol Policy Research (CAPR), the Olga Tennison Autism Research Centre (OTARC), the Australian Research Centre in Sex, Health and Society (ARCSHS), and The Bouverie Centre.

**The Bouverie Centre’s strategic direction**

A major strategic task over the next five years is to consolidate the research program’s capacity, fully integrate this program into the Centre’s work, culture, and values, and to further refine and articulate our integrated practice-research-translation model.

Guided by our strategic plan 2023-2025, we will continue to be a partner of choice and promote our integrated, values-based, learning organisation as a way to be both an employer of choice and to ensure our work has real-world impact.

Following COVID-19, the Centre has embraced hybrid models of practice and service delivery, which we continue to develop and refine, in order to increase staff flexibility and increase our reach into rural and remote parts of Victoria, and beyond.

**Position Context/Purpose**

The Director is the custodian of The Bouverie Centre and hence is responsible for maintaining and developing our reputation as a progressive, innovative, creative, and passionate organisation, a reputation enjoyed by the Centre since 1956. The Centre has successfully and proactively adapted to the changing external environment, remaining contemporary, forward thinking and values driven, whilst respecting its rich history and building its reach and impact. A major role of the Director during the 2020s is to refine the Centre’s integrated practice-research-translation model, and embed the model across the Centre, ensuring the equal status of each component of the model. The advantages of this model will also need to be articulated to the School of Psychology and Public Health, the broader University, the Department of Health, and other funders. Another task for the Director is to drive the reputation, reach, and impact of the Centre nationally and internationally.

Overall, the Director’s role is to ensure a contemporary organisational culture is collectively maintained and nourished so that all staff at the Centre can develop personally and professionally and participate in meaningful and rewarding work to the benefit of our communities.

**Duties, tasks, and responsibilities:**

1. **Provide professional, academic, and strategic leadership to The Bouverie Centre**

The director will be responsible for providing overall vision and professional leadership to the clinical and Indigenous programs, the practice and service development programs, and the academic (in collaboration with the Department of Psychology, Counselling and Therapy) and research programs, and to the Centre as a whole.

1. **Facilitate strategic planning across the Centre**

The director will be responsible for strategic planning centre-wide, including the development and implementation of a strategic plan which fits with the university and SPPH’s strategic plans, the Department of Health priorities, and is embraced by the executive and by staff. The director is responsible for overseeing appropriate governance frameworks including clinical standards and protocols, risk management, health and safety, finance, performance, and accountability.

1. **Oversee the physical and financial resources to maximise the impact of the Centre**

The Bouverie Centre is a social business. The director will ensure that the overall Centre budget is properly governed and that each program area’s budget is maintained by program managers. The director will play a key role in ensuring existing funding is maintained and new funding sought, to ensure the Centre’s impact grows in significance. In collaboration with the Business Manager, the director has overall responsibility for maintaining a sustainable budget across the Centre as a whole, which also promotes and facilitates the maintenance of a progressive, innovative, creative, and passionate organization.

1. **Develop and maintain an effective and positive organisational culture that promotes the passion and effectiveness of staff and enacts the core values of the Centre**

The Bouverie Centre’s reputation and its staff are its most important resource. The director is responsible for maintaining and extending the good reputation of the Centre, and its relevance, as the external environment changes. The director is responsible for facilitating the maintenance and development of a values-based learning organisation culture that motivates and extends Centre staff. The director is also responsible for the efficient and effective functioning of the executive leadership team, development of the Centre’s leadership culture and the ongoing development of program managers and team leaders.

1. **Promote innovation across the Centre**

The director will work with program managers, team leaders and staff to promote innovation across the Centre. The director is responsible for facilitating a culture of creativity and development across all programs and to ensure that The Bouverie Centre responds proactively to a rapidly changing external environment, nationally and internationally.

1. **Oversee the refinement, articulation, and promotion of the integrated practice-research-translation model**

The director will facilitate and oversee the co-development, articulation, and implementation of The Bouverie Centre’s unique integrated practice-research-translation model with the Executive Leadership Team and staff and ensure that the Centre’s staff promote the advantages of this model to the University, our core funders, and our partners.

1. **Build robust relationships within La Trobe University, The Department of Health, and other funding sources**

The director will work with the Dean SPPH (or delegate), the Victorian mental health services, and other funders to ensure synergies, relevance, and continual improvement. The director is expected to play a key role in the development and maintenance of strategic partnerships within the University, within government, with the not-for-profit sector, and with different communities, to further the goal of promoting healthy relationships and productive change for individuals, families, organisations, and communities.

1. **Contribute to the leadership of La Trobe University**

The director will participate in the SPPH Executive and take on other leadership roles within the University. The director will also ensure that the Centre is a good corporate citizen of La Trobe University, including ensuring required processes, such as Career Success (the annual performance management system), are completed in a timely fashion. The Director, in liaison with the Professor of Research, will ensure a robust and healthy two-way relationship between The Bouverie Centre and other parts of the University, including La Trobe’s management and support services.

1. **Play a leading role in promoting the work of the Centre nationally and internationally**

The director is in an ideal position to promote the work of The Bouverie Centre, and the values endorsed by The Bouverie Centre to a wider audience. This includes to our partner organisations, the field, and colleagues, across Victoria, Australia, and the world.

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**Essential Criteria**

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| * A PhD or equivalent in family therapy and/or systemic practice and/or research. * Eligibility for clinical membership of the Australian Association of Family Therapists. |
| * A publication record in the areas of family therapy, systemic practice, mental health, family/carer experience or organisations in the health and well-being field. Experience in conducting, supervising, leading, or supporting systemic research. * Capacity to manage complex teams or organisations, provide inspirational leadership, and enact a shared vision. |
| * Demonstrated track record in establishing or managing contemporary systems and processes which are efficient and promote innovation, creativity, collaboration, and transparency. |
| * Demonstrated capacity to think conceptually and facilitate the development of innovative models of clinical practice and their translation into practice. |
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| * Strong analytical skills and a demonstrated ability for strategic thinking at an organisational and community level. Ability to analyse trends in the mental health and well-being area and to conceptualise effective ways of responding to them. |
| * Cultural awareness and ability to create inclusive environments including capacity to support First Nations, CALD, and LLE staff, programs, and communities. |
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| * Ability to oversee the management of budget strategy including budget projections and forecasting. |
| * Demonstrated track record in brokering, establishing and maintaining strategic relationships with funding sources, including government, community, and non-profit organisations. |
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| **Qualities and capabilities required to be successful in the position** |

* Outstanding communication and negotiation skills coupled with relational, and emotional intelligence.
* Ability to build unified teams, support others, and gain enjoyment from other’s successes.
* Ability to demonstrate self-awareness, see things from another person’s perspective and actively seek out and act on feedback to improve knowledge, skills, and behaviour.
* Ability to manage self in complex, high pressure situations, and assist others to do the same.
* Ability to collaborate in creative processes, and to respectfully challenge new ideas or existing practices.
* Ability to recognise and be responsive to customer and stakeholder needs, and to respectfully add value where possible to their vision..

**Essential Compliance Requirements**

To hold this La Trobe University, position the occupant must:

* hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
* take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

**Other Information**

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

**Position Flexibility**

La Trobe University is committed to providing a diverse, inclusive, and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

**La Trobe Cultural Qualities**

Our cultural qualities underpin everything we do. As we work towards realising the strategic goals of the University we strive to work in a way which is aligned to our four cultural qualities:

* *We are* ***Connected****:* We connect to the world outside — the students and communities we serve, both locally and globally.
* *We are* ***Innovative****:* We tackle the big issues of our time to transform the lives of our students and society.
* *We are* ***Accountable:*** We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.
* *We* ***Care:*** We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities.

For Human Resource Use Only

Initials: Date: