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| **Position Description** |

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| **Principle Research Fellow in Systemic Practice (Family Therapy)** | |
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| **Position No:** |  |
| **Department:** | The Bouverie Centre |
| **School:** | Psychology and Public Health |
| **Campus/Location:** | Brunswick |
| **Classification:** | Principle Research Fellow - LEVEL D |
| **Employment Type:** | Full-time (1.0 FTE) Fixed-term  Research |
| **Position Supervisor:**  **Number:** | Director, The Bouverie Centre  50015375 |
| **Other Benefits:** | <http://www.latrobe.edu.au/jobs/working/benefits> |

Further information about:

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

College of SHE – http://latrobe.edu.au/

**For enquiries only contact:**

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When preparing an application for a position at La Trobe University, applicants are encouraged to refer to the Academic Promotions Evidence Matrix <http://www.latrobe.edu.au/policy/documents/academic-promotions-evidence-matrix.pdf>

The matrix gives examples of evidence of performance and achievement at each academic level. The examples given are indicative rather than prescriptive or exhaustive and applicants may include other examples to demonstrate their performance, achievements and impact. In particular, evidence of research quality, either criteria relevant to ERA or, for applied research, the need for, the quality of, and impact of the research. Where appropriate applicants for Level D and E should provide evidence of citations.

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This is a newly created position where the incumbent will be responsible for establishing a research and evaluation program that will operate in an integrated way with the Centre’s Clinical, Workforce Development, Academic, Indigenous and Administration programs. The Principle Research Fellow in Systemic Practice (Family Therapy) will be expected to supervise a newly appointed level C (Senior Research Fellow). Together, these two new positions will extend The Bouverie Centre’s existing research activity, identify new opportunities for research and build collaborative projects with the Centre’s extensive industry and research partners.

**Position Context**

The College of Science, Health & Engineering comprises 9 Schools and 16 Departments across La Trobe’s multi-campus operations. The College offers a range of general and specialist undergraduate and postgraduate courses that are rigorous and attuned to meeting the needs of students in ensuring their readiness to work in changing environments. Our courses are appropriately linked to emerging trends and critical global issues. The College research achievements have an outstanding reputation for their innovation and contribution to society and are at the forefront of building strong relationships with industry partners.

A large School within the College, the School of Psychology & Public Health undertakes teaching and research across a broad range of disciplines, including: Family Therapy; Art Therapy; Rehabilitation Counselling; Psychology; Counselling; Neuroscience; Public Health; Digital Health and Analytics; Health Information Management; and Ergonomics, Safety and Health. The School currently comprises seven academic units: the Department of Public Health, the Department of Psychology and Counselling, the Centre for Alcohol Policy Research (CAPR), the Centre for Health Communication and Participation (CHCP), the Olga Tennison Autism Research Centre (OTARC), the Australian Research Centre in Sex, Health and Society (ARCSHS) and The Bouverie Centre.

# The Bouverie Centre

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

Established in 1956, The Bouverie Centre is a systemic practice-research organisation that draws on its history of bringing Family Therapy to Australia to promote its vision of healthy relationships in families, organisations and communities. The Centre is a value–based learning organization that integrates clinical, workforce development, academic and research. The Centre receives recurrent funding from The Department of Health and Human Services and generates fee-for-service income.

For the past 20 years the Centre has delivered academic training in Family Therapy and currently offers a Master of Clinical Family Therapy (a nested program encompassing both a Graduate Certificate and Graduate Diploma in Family Therapy). The Centre also partners with Take Two, Berry Street to offer the Graduate Certificate in Family Therapy to indigenous communities, enabling Aboriginal and Torres Strait Islander students to enroll to undertake the program in block format in their local region.

Whilst long engaged in research, the Bouverie has been newly designated as a La Trobe University research centre, with accompanying strategic investment to support this. A major strategic task over the next three years is to build the research program’s capacity, articulate the Bouverie approach to research and integrate this program into the Centre’s current work, culture and values.

With the addition of research capacity to the Centre’s systemic expertise, long standing relationship with health and welfare services, in particular Victorian mental health and alcohol and drug services, and proven ability to engage new service systems, we will further grow Bouverie’s capacity to have positive real-world impact.

These developments will be guided by the following principles:

* A systemic perspective that appreciates relationship and context
* A non-blaming appreciation of complexity
* A recognition of the importance of culture, trauma and family sensitivity
* Integration of evidence-based practice; practice-based evidence and values-based practice
* Collaborative processes such as co- design, co –production and co–evaluation
* The valuing lived experience
* Real world impact and sustainable change

**Principle Research Fellow (Level D)**

A Level D research only academic is expected to make major original and innovative contributions to their field of study or research, which are recognised as outstanding nationally or internationally. They will play an outstanding role within the institution, discipline and/or profession in fostering the research activities of others, and in research training and research led practice.

The Principle Research Fellow in Systemic Practice (Family Therapy) position offers a rare opportunity to lead the development of an innovative research program in a supportive organisational context with excellent industry links. The incumbent will also contribute to the overall operation of The Bouverie Centre as a member of the Executive Team, which will provide local organisational support to the incumbent and promote integration of research across the Centre. In this position, the Principle Research Fellow will also link with researchers within the wider University to identify potential internal collaborators and partners and to receive collegial guidance and support. The incumbent will also be responsible for integrating The Bouverie Centre’s research program with La Trobe processes.

**Duties at this level may include:**

* Conduct and lead outstanding innovative and high impact research and produce conference and seminar papers and publications arising from the research.
* Obtain research income from a variety of sources, including nationally competitive grants, individually, and with other colleagues in The Bouverie Centre and School, the College/University and external partners.
* Provide leadership, foster excellence and the advancement of the research discipline of systemic approaches to health and well-being.
* Lead, mentor and develop the research performance of more junior colleagues within Bouverie, the School/College/University.
* Lead and facilitate the development of an integrated practice-research model of research at   
  The Bouverie Centre that emphasises the collaboration and building capacity in our partner organisations.
* Establish a Research and Evaluation plan for The Bouverie Centre that will lead, co-ordinate and integrate research related activity and advance the La Trobe Strategic Plan.
* Lead the development of the ongoing research and evaluation of the Centre’s clinical, workforce development and implementation activity and thereby contribute to improving quality, knowledge building and effectiveness in these areas.
* Oversee and contribute to a research and evaluation plan for the FaPMI (Families where a Parent has a Mental Illness) program across Victoria and supervise and mentor the Senior Research Fellow who has a dedicated role in mental health service evaluation activity in conjunction with the Centre’s FaPMI Statewide Team.
* Contribute to the running of the Centre as a member of the executive.
* Supervise Higher Degree by Research (HDR), honours and postgraduate students and research projects, and build the Centre’s Higher Degree by Research (HDR) program.
* Actively engage and build partnerships with industry and government.
* Actively engage with La Trobe University’s research services and the other research centres of the School and University. Build strong collaborative links and foster the integration of The Bouverie Centre within the School and University.
* Contribute to broader leadership processes with the University.
* Participate in community and professional activities related to the discipline, including involvement in commercial and industrial sectors where appropriate.
* Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
* Undertake other duties commensurate with the classification and scope of the position as required by the Centre Director or Head of School.

**Key Selection Criteria**

**ESSENTIAL**

* Completion of a PhD or equivalent accreditation and standing together with subsequent research experience, ideally in applied research relating to practice model development, effectiveness and implementation.
* Distinguished record of nationally and/or internationally recognised independent research and/or teaching, with evidence of its impact and significance.
* Demonstrated knowledge and capacity in both quantitative and qualitative methods.
* Experience in conducting or capacity to conduct evaluations particularly as this relates to clinical interventions, workforce and implementation projects.
* Demonstrated leadership and management experience in building and leading research teams or projects and financial management of grants for research projects.
* Proven ability to build sustainable relationships with a range of industry partners and evidence of the ability to promote research links with outside organisations/agencies; and strong working relationships with health-related sectors.
* Significant experience in preparing research proposal submissions to external funding bodies and a strong record of securing research funding through competitive grants, industry grants or consultancies.
* Evidence of achievement in supervising, mentoring and fostering the development of others, including early career staff.
* A proven record of successful supervision to completion of Honours, Masters and PhD students.
* High level analytical capability with an ability to communicate complex information clearly both orally and in writing.
* Excellent interpersonal skills, especially the capacity to work collaboratively and cooperatively and across teams and programs.
* Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.
* Fit with the systemic orientation and the values of the Centre

**DESIRABLE**

* Familiarity with action research and other iterative and collaborative methodologies.
* Experience in project management.
* Experience in conducting research in relation to families and family interventions

**Other relevant information**

* The Bouverie Centre is located in stand-alone premises in the inner-Melbourne suburb of Brunswick. Whilst this position will be based at the Bouverie Centre, the incumbent may occasionally be expected to attend and/or work from La Trobe’s other campuses, primarily its Melbourne (Bundoora) or Melbourne CBD (Collins St) campuses.
* 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.

**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.

**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: