POSITION DESCRIPTION



Centre for Youth Mental Health

Medicine, Dentistry and Health Sciences

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| Research Fellow in Youth Mental Health  |
| Position No | 0048844 |
| Classification | Research Fellow |
| Salary | Level A $72,083 - $97,812 p.a. (pro rata) Level B $102,967 - $122,268 p.a. (pro rata). Level of appointment is subject to qualifications, skills and experience. |
| Superannuation | Employer contribution of 9.5% |
| WORKING HOURS | Part-time (0.4 - 0.8 FTE) |
| BASIS OF EMPLOYMENT | Fixed Term position available for 12 monthsFixed Term contract type: External funding |
| Other Benefits | <http://about.unimelb.edu.au/careers/working/benefits> |
| How to Apply | Online applications are preferred. Go to [http://about.unimelb.edu.au/careers](http://hr.unimelb.edu.au/careers), under ‘Job Search and Job Alerts’, select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number. |
| contactFor enquiries only | Professor Sue CottonTel: +61 3 9966-9448Email: sue.cotton@orygen.org.auPlease do not send your application to this contact |

For information about working for the University of Melbourne, visit our websites:

[about.unimelb.edu.au/careers](http://hr.unimelb.edu.au/careers)

Position Summary

Orygen, The National Centre of Excellence in Youth Mental Health (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.

Orygen is seeking a highly motivated Research Fellow to work on a National Health and Medical Research Council (NHMRC) funded grant focused on developing youth-specific change and outcome measures for effective youth mental health service delivery. The successful candidate will make use of existing data examining clinical outcomes, substance use and functioning of young people attending headspace centres. They will be encouraged to develop their own research ideas and apply for funding for these ideas.

The Research Fellow will work in collaboration with other researchers on joint initiatives where appropriate to further the research and academic goals of Orygen. The Research Fellow will also conduct high quality, high impact research and be willing to present this research at local and international meetings on behalf of the organisation.

You will report to, and work under the direction of Professor Sue Cotton, and other senior researchers including Professor Patrick McGorry.

Key Responsibilities

## research and research training

**LEVEL A**

* With broad direction from supervisors, support research activities consistent with the needs of the group and the agreed research program.
* To assist with preparing high quality research outputs in peer review journals including methodological and empirical research findings.
* Collaboration with a multi-disciplinary research team and with researchers.
* Identify sources of funding to support individual or collaborative projects, (including liaison with the Orygen fundraising team).
* Assist with the preparation of research protocols and grant applications in conjunction with senior research staff.
* Contribution to research teams and projects, as well as contribution to publications.
* Prepare ethics applications for projects within the team.

**LEVEL B - In addition to the above, you will be required to:**

* Produce high quality research outputs in peer review journals including methodological and empirical research findings.
* Provide input into decisions about future studies including the sourcing of potential funds and the development of grant applications.
* Effective contribution to the quality and impact of research teams and projects.

## leadership and service

**LEVEL A**

* Actively participate at project team and/or division meetings and contribute to planning activities or committee work to support capacity-building.
* Under the guidance of senior academics, identify sources of funding to support individual or collaborative projects.
* Participate in community and professional activities related to the relevant disciplinary area.
* Actively participate in professional activities including attendance at conferences and seminars in the field of expertise as required.
* Effective demonstration and promotion of Orygen and University values including diversity and inclusion and high standards of ethics and integrity.

**LEVEL B - In addition to the above, you will be required to undertake:**

* Supervision of Research Higher Degree students as appropriate.

## other requirements

**LEVEL A and LEVEL B**

* Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.
* Any other duties as reasonably requested, consistent with the classification of this position.

# Selection Criteria

Essential

**LEVEL A**

* A postgraduate degree (Masters level or above) in relevant area or equivalent.
* Experience contributing to peer review publications, conference presentations and the preparation of research grant applications commensurate with opportunity.
* Quantitative research experience including writing research proposals, conducting literature reviews, conducting research and writing manuscripts.
* Demonstrated excellent written and oral communication skills.
* Excellent organisational and time management skills, particularly a demonstrated ability to simultaneously work on multiple tasks.
* Demonstrated ability to work within a research team to achieve project goals and meet deadlines
* Demonstrated ability to use word processing, electronic medical and psychological search engines and databases, and reference management software (e.g., Endnote)

**LEVEL B - In addition to the above, you will be required to have:**

* PhD or near completion in a relevant area.
* Strong evidence of ability and desire to build an academic career trajectory, including track record of publishing in scientific journals and participation in research projects and grants.

## Desirable

**LEVEL A**

* Experience publishing peer reviewed research publications.
* Experience attracting research grants or funding.
* Track record of preparing successful ethics applications.
* Experience in using statistical packages such as IBM® SPSS® Statistics, Stata or R and statistical data analysis.
* A sound understanding of mental disorders and psychosocial issues affecting young people; and of associated outcome evaluation, population mental health outcomes and service models.

**LEVEL B - In addition to the above, you will be required to have:**

* Superior communication and interpersonal skills
* A track record in conducting independent research leading to peer review publications in high impact journals
* Experience in working and analysing large data sets
* Experience in the supervision or co-supervision of postgraduate students and more junior research staff

SPECIAL REQUIREMENTS

**LEVEL A and LEVEL B**

* A current police check will be required
* Current Working with Children Check is required
* Full unrestricted work permit / visa for Australia
* Current full Victorian Driver’s licence
* All staff members participate in required Environment, Health and Safety (EHS) training
* In line with Melbourne Health Policy this is an non-smoking environment
1. ***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.

1. ***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:

<http://safety.unimelb.edu.au/topics/responsibilities/>

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

1. ***Other Information***
	1. **centre for youth mental health**

[www.cymh.unimelb.edu.au](http://www.cymh.unimelb.edu.au)

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 who are provided to Orygen are now based. All NHMRC and ARC Grants to be used for Orygen 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 Chair of the Centre for Youth Mental Health is Professor Patrick McGorry and the Chief Operating Officer is Mr John Moran. Reporting arrangements are through the University of Melbourne structure with a direct report to Professor Shitij Kapur, Dean of the Faculty.

* 1. **oRYGEN**

Orygen, The National Centre of Excellence in Youth Mental Health 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>

* 1. **Faculty of Medicine, Dentistry and Health Sciences**

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

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) plays a vital role in the delivery of the University of Melbourne’s Strategic Plan 2015-2020: Growing Esteem by providing current and future generations with education and research equal to the best in the world. It is Australia’s largest and leading biomedical research faculty. It employs more than 1,700 members of staff, has more than 8,000 students, and total revenue of $607 million for 2015. Reflecting the complexity of today’s global health landscape, the Faculty is made up of six different Schools and four Strategic Research Initiatives, and draws together all areas of human health, ranging from the most basic to the most applied areas of research. The Faculty contributes close to 50 per cent of research conducted at the University.

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.

* 1. **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>.

* 1. **Growing Esteem, the Melbourne Curriculum and Research at melbourne: Ensuring excellence and impact to 2025**

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University’s global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University’s research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia’s ‘place’ in the Asia-Pacific region and the world, and on our ‘purpose’ or mission to improve all dimensions of the human condition through our research.

Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the ‘convergence revolution’ of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

* 1. **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 <http://www.unimelb.edu.au/governance>