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| **Position Description** |

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| **Research Officer - Lived and Living Experience Workforce Development** | |
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| **Position No:** | NEW |
| **Business Unit:** | Provost |
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| **Division:** | Public Health and Psychology |
| **Department:**  **Classification Level:** | The Bouverie Centre  Level A Research Only |
| **Employment Type:** | Part Time (.4) Fixed Term (2 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.bouverie.org.au/>

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**Position Context/Purpose**

**The Bouverie Centre**

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

The Bouverie Centre (Bouverie) is a values-based Practice-Research Centre of La Trobe University, within the School of Psychology and Public Health. Bouverie is also funded by the Department of Health (DH) as a clinical demonstration centre, providing therapy services to families where a member suffers a mental illness or alcohol and drug, and statewide training to the mental health workforce.  As an integrated Practice- Research Centre, our research aims to understand how relationships and circumstances affect abilities to develop well, to care for ourselves and others, and to manage challenging times, at all stages in life, in all cultures, for all people. We work closely together with stake-holders to create meaningful research findings that support the well-being of individuals and families, and serve multiple practice, policy, public health, and research purposes.

A large School within the university , 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.

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 values–based learning organization that integrates clinical, workforce development, academic and research. The Centre receives recurrent funding from The Department of Health and Human Services, generates fee-for-service income and Category 1-4 competitive research funding.

For more than 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 offers the Graduate Certificate in Family Therapy, First Nations, enabling Aboriginal and Torres Strait Islander students to enrol to undertake the program in block format in their local region.

The Bouverie is a designated La Trobe University Research Centre, with accompanying strategic investment to support this.  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 current work, culture and values, and seek new research partnerships and opportunities.

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, this position will further grow Bouverie’s capacity to have positive real-world impact.

**Level A – Research Academic**

A Level A Research Academic is expected to carry out independent and/or team research within the relevant field and carry out activities to develop their research expertise relevant to the particular field of research. Outputs include lead author publications and contributions to team papers in peer reviewed journals, and other translational activities to disseminate the outcomes of this research.

The position aims to meet this objective through research and consultation related activity that generates and supports knowledge about how carers and families can be best involved in mental health care at all levels in a manner that maximises their well-being and that of the person experiencing mental illness. The role includes advocacy, leadership and the development of active practice-research partnerships at state, national and international levels.

**Position Context**

The Level A Research Academic will support the 2022-24 Lived and Living Experience Workforce (LLEW) Development Program. Funded by the Victorian Department of Health, the LLEW Development Program comprises a series of projects that realise authorised, supported and sustainable LLEWs in public mental health and AOD services.

The Level A Research Academic will support projects awarded to The Bouverie Centre as part of the program. The role will be employed at Level A (Research Only), part-time (.4) for 2 years, and will report to Dr. Peter McKenzie, Research Fellow (Level B). A key component of this role will be collaborating with the Department of Health and other services contributing to the LLEW Development Program.

The program is informed/seeks to build on the many decades of activism and advocacy by the mental health consumer workforce, AOD consumer workforce, mental health family/carer workforce, and AOD family/carer workforce, people with lived and living experience of trauma, mental health challenges, suicide, substance use or addiction, and their families, carers, and supporters, advocates, and allies. The program also recognises the different needs and perspectives within individual LLEW disciplines as well as between them. The implication of this is that while some agendas are shared/common among LLEWs, this diversity needs to be acknowledged and supported through the program. Bouverie’s projects under the program will contribute and advocate for the carer lived and living experience perspective.

The LLEW Development Program will be guided by principles that champion inclusion and collaboration. These include, but are not limited to:

* Respect the integrity and identity of each discipline
* Co-production and Co-design
* Collaboration and sharing across partners
* Share knowledge and engage across settings and sectors
* Strengthen partnership with Government, services and lead agencies
* Design initiatives to ensure accountability
* Transparency around decision making and communication

**Duties at this level will include:**

* Conduct and publish, or otherwise disseminate high quality and/or high impact research as a member of a team or independently and produce conference/seminar papers and publications from that research.
* Contribute to writing up research findings for publication and dissemination.
* Engage and build relationships with industry and community to ensure that all research results are communicated and adopted by industry, community and/or government.
* Co-supervise or, where appropriate supervise Higher Degree by Research (HDR) postgraduate students as required.
* Supervise research support staff involved in the staff member's research.
* Attend to effective and efficient performance of allocated leadership functions primarily connected with the area of research.
* Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.

**Specific duties will include:**

* Provide support for, and engage in, effective co-design and collaboration across the LLEWS Development Program.
* Lead, coordinate and deliver projects within the program that will be led by the Bouverie Centre.
* Support and mentor LLEW higher degree candidates (e.g. PHD or Masters supervision).
* Conduct and or provide training support for Single Session Family Consultation training from the carer perspective.
* Participate in co-design and collaboration activities across the LLEWs program, as led by the Department of Health.
* Establish and grow working relationships with services delivering LLEWS projects across the program.
* Provide carer-perspective advice, support and advocacy to a broad range of projects under the program

**Key Selection Criteria**

**Skills and knowledge required for the position**

* Completion of a Bachelor’s degree in the relevant discipline, and evidence of participation in higher level study relevant to discipline or professional area.
* Direct experience of caring for, or supporting, family members, partners or friends who have experienced mental illness or distress.
* Direct experience of the Victorian mental health system as a carer, supporter or family members of someone experiencing mental illness or distress.
* Knowledge of the range of needs of families, carers and supporters supporting people with mental illness or distress.
* An appreciation of carer involvement in research and of the principles of co-design within the mental health context.
* Ability to liaise effectively with mental health, AOD and community sector partners and a range of collaborators nationally and/or internationally.
* A record of publications, conference papers and/or reports, or professional or technical contributions which provide evidence of strong research potential.
* Demonstrated ability to supervise, or co-supervise, Honours, Masters and/or PhD students.
* Sound analytical skills with an ability to communicate complex information clearly both verbally and in writing.
* High level organisational skills: the ability to set priorities, meet deadlines, initiate and follow-up actions, all with minimal or no supervision.
* Evidence of the ability to work as a member of a team in a co-operative and collegial manner.
* Demonstrated high level of self-motivation and personal management skills.

**DESIRABLE**

* An understanding of issues for mental health carers and families from diverse backgrounds including those from indigenous communities and other minority or marginalised groups.
* Experience in research, program evaluation and reviews.
* Experience in training or development of the carer-perspective lived and living workforce.
* Experience advocating and championing the family, carer and/or supporter perspective.

**Capabilities required to be successful in the position**

* 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 work collaboratively, recognise the value of diversity and model accountability, connectedness, innovation and care.
* Ability to think creatively, explore new ideas and respectfully challenge existing practices in order to improve current ways of working.
* Ability to enable a safe, inclusive, high-performing team culture, prioritising staff mental health and wellbeing.

**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.

**Why La Trobe:**

* Develop your career at an innovative, global university where you’ll collaborate with community and industry to create impact.
* Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
* Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you’ll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you’ll always have the opportunity to succeed and make a difference.

**La Trobe’s Cultural Qualities:**

Text, letter

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For Human Resource Use Only

Initials: Date: