

## Position Description

### Research Director

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| <b>Position No:</b>          | NEW   |
| <b>Business Unit:</b>        | Office of the Provost   |
| <b>Division:</b>             | School of Psychology and Public Health  |
| <b>Department:</b>           | Olga Tennison Autism Research Centre  |
| <b>Classification Level:</b> | Level E Research Only   |
| <b>Employment Type:</b>      | Full time, fixed term (5 years)   |
| <b>Campus Location:</b>      | Melbourne (Bundoora)  |
| <b>Other Benefits:</b>       | <a href="http://www.latrobe.edu.au/jobs/working/benefits">http://www.latrobe.edu.au/jobs/working/benefits</a> |

Further information about:

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

School of Psychology and Public Health – <http://latrobe.edu.au/school-psychology-and-public-health>

Olga Tennison Autism Research Centre – <https://www.latrobe.edu.au/otarc>

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#### For enquiries only contact:

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### **Position Context**

La Trobe University is seeking to appoint an outstanding scholar in the field of autism research to provide leadership within the world class Olga Tennison Autism Research Centre (OTARC), and to contribute to shaping the University's strategic vision for research and engagement. The position will be responsible for leading one of four Research Program areas and co-leading and enhancing the Centre research agenda, culture and its outcomes, including staff supervision and mentoring and progressing the Centre's strategic research portfolio.

A Level E research only academic is expected to have achieved international recognition through original, innovative and distinguished contributions to their field. The Research Professor will be expected to meet the Centre's annual publication and income targets consistent with a research workload allocation of 70%. They will be expected to provide leadership in their disciplinary field and foster excellence in research, research policy and research training within the institution and within the scholarly and general community. All Professors are members of the University's Academic Board and are expected to contribute to the leadership not only of their Academic Unit and School, but also of the University as a whole.

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

The Olga Tennison Autism Research Centre (OTARC) is Australia's first centre dedicated to autism research, established in 2008. It provides a vehicle for research activities including evidence-based support programs, training opportunities and collaboration between community services and research centres/universities involved in autism research both in Australia and overseas. Our research aims to: facilitate positive outcomes in the lives of autistic people, from infancy through to early childhood and beyond; work with autistic people to realise their full potential, enable participation in the community, enjoy life and actively and meaningfully contribute throughout their life course; and support families as their young autistic children grow and develop. With a focus across the lifespan, research at the OTARC encompasses four core program areas: Autism Detection and Diagnosis, Supports and Services, Educational and Vocational Engagement and Participation, and Health and Wellbeing.

### **Duties at this level will include:**

- Uphold a high level of personal commitment, contribution and achievement at an internationally distinguished level in a particular area of research or scholarship.
- Foster excellence and advancement of the research discipline by playing a major role in all elements of major research projects including management and leadership.
- Provide leadership and foster excellence in research and policy development in the discipline within La Trobe and the scholarly and/or general community.
- Prepare research proposal submissions to external funding bodies and be responsible for the financial management of grants.
- Produce conference and seminar papers and publications arising from research.
- Supervise research project staff, Higher Degree by Research (HDR) and major Honours or postgraduate research projects.
- Provide occasional contributions to the Centre teaching program.

- Manage and mentor research support staff involved in the research and, where appropriate, supervise the research of less senior research employees, to develop their research knowledge and performance.
- Participate in community and professional activities related to discipline, including involvement in commercial and industrial sectors where appropriate.
- Build collaborative and sustainable relationships with, and act as expert advisor/consultant to industry and other external organisations.
- Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
- Promote a culture that values innovation and identifies all possible funding sources, including, where appropriate, commercialisation.
- Undertake other duties commensurate with the classification and scope of the position as required by the Deputy Director and/or Director.
- Facilitate collaboration between OTARC researchers and affiliates with expertise in the program area towards shared outputs such as peer-reviewed papers, externally funded projects and higher degree research student completions.
- Together with the OTARC leadership team and stakeholder representatives, develop a strategy to achieve KPIs for the designated program area.
- Act as a contact point for enquiries from the community, stakeholders, media, and others regarding topics related to the program area.

#### **Essential Criteria - Skills and knowledge required for the position**

- Completion of a PhD or equivalent accreditation and standing, together with substantial research experience.
- Distinguished record of original, innovative and internationally recognised research, with evidence of its impact and significance.
- A clear vision for research within the program area with a focus on the next 5 years.
- Outstanding record of publications, including papers in top-tier and high-impact journals, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area.
- Demonstrated high level leadership and management experience in leading research teams or projects and financial management of grants.
- Proven experience in supervising, mentoring and fostering the research activities of others and contributing effectively at school, and/or university levels.
- Evidence of an international reputation in autism research, and demonstrated significant national and international influence on their profession.
- A sustained record of successful supervision of Honours, Masters and PhD students to completion.
- Demonstrated effectiveness in the preparation of research proposal submissions to external funding bodies and a substantial record of external research funding through competitive grants, industry grants or consultancies.
- Demonstrated effectiveness in liaising with collaborators and industry partners and in promoting research links with outside organisations/agencies.
- Superior analytical capability with an ability to communicate complex information clearly both verbally and in writing.
- Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.

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

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and accurately reading and responding to organisational, political and social dynamics.

- Ability to collaborate effectively across functions, tailor communication in a way that is meaningful to the audience and contribute to a safe, inclusive, high-performing culture – consistently modelling accountability, connectedness, innovation and care.
- Ability to operationalise strategy, adapt quickly to disruption and actively contribute to a healthy culture to successfully navigate change – implementing recommended improvements to organisational practice.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.

### 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:



#### 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 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 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*

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For Human Resource Use Only

Initials:                      Date: