POSITION DESCRIPTION



Centre for Youth Mental Health

Faculty of Medicine, Dentistry and Health Sciences

Research Fellow in Youth Early Psychosis (AEPP Team)

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| Position No | 0050867 |
| Classification | Level B  |
| work focus category | Research Focused |
| Salary | $105,232 – 124,958 p.a. (pro rata) |
| Superannuation | Employer contribution of 9.5%  |
| working hours | Part-time (0.5 FTE) |
| basis of Employment  | Fixed Term position available until 30 June 2021 Fixed term contract type: Externally funded contract employment |
| 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 | Heather StavelyAssociate Director - Australian Early Psychosis Program (AEPP)Tel +61 3 99669365 or mobile 0401772674Email: heather.stavely@orygen.org.auAlternative contact:Associate Professor Andy ThompsonTel +61 3 9966 9206 or mobile 0457756565Email: andrew.thompson@orygen.org.auPlease do not send your application to these contacts |

For information about working for the University of Melbourne, visit our website:
[about.unimelb.edu.au/careers](http://hr.unimelb.edu.au/careers)

Position Summary

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.

This position will be in National Programs, a branch of Orygen and the Centre for Youth Mental Health, at the University of Melbourne. Orygen has been contracted by the Department of Health to assist, support and guide the development of services that target young people with, or at risk of, first episode psychosis, particularly within the designated headspace centres nationally. Orygen provides consultation, advice and support to the six cluster projects who are responsible for implementing the headspace Early Psychosis (hEP) service locally.

You will be specifically responsible for but not limited to:

* Reviewing and inputting into the National Early Psychosis Registry design and process and Minimum dataset for early psychosis
* Collaborating with the Australian Early Psychosis Program and headspace National office and liaise around the headspace minimum dataset, fidelity measure and associated outcome and fidelity data collected by headspace
* Leading small projects using existing national hEP data to attempt to address clinical questions from the implementation team or the sites such as rates of transition to psychosis in UHR individuals and changes in Duration of Untreated Psychosis over time and by site
* Leading on practice area reviews where there is a relative lack of evidence base such as Blended Technology interventions and Peer Support work
* Assisting hEP Centres to be research ready including facilitating the review of quality of research studies proposed at the hEP sites

This position reports to Associate Professor Andrew Thompson and Heather Stavely – Associate Director - Australian Early Psychosis Program.

# Key Responsibilities

## teaching and learning

* Make a significant contribution to the delivery of educational programs and workshops particularly in the area of early psychosis work
* Identification of appropriate approaches to teaching through analysis of learning needs and ability to implement in practice

## research and research training

* Collaborate on fidelity tool redesign and associated data requirements within the Australian Early Psychosis Program (AEPP) team and headspace National
* Participate in the National Early Psychosis Registry design and process and Minimum dataset for early psychosis
* Analysis and interrogation of outcome data from the hEP sites in conjunction with headspace national and the team
* Promote high quality research at hEP Centres and assist hEP sites in the planning of high quality Early Psychosis research projects
* Undertake small projects using existing datasets to answer clinical questions proposed by the implementation team or the hEP teams
* Produce quality conference and seminar papers and publications
* Produce publications arising from scholarship and research, such as books and peer reviewed journal articles
* Identify sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice in the discipline
* Active participation in the communication and dissemination of research

## leadership and service

* Actively participate at AEPP team meetings and contribute to planning or committee work to build capacity in the AEPP
* Actively assist the hEP program in the development and implementation of research projects
* Positive engagement in learning and career development of self and others
* Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
* Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4

## STAFF SUPERVISION

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| * Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance
* Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities
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| * Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirement
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| * Allocate and monitor workload and address associated issues in a timely manner
* Ensure new staff participate in the university’s induction program and provide a localised work area orientation
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# Selection Criteria

## Essential

* PhD or near completion of PhD in relevant area or equivalent professional qualification
* Demonstrated track record in independent and team based research in youth early psychosis
* Developing research profile at a national level as evidenced by:
	+ Identification of sources of funding to support individual or collaborative projects relating to teaching, research and leadership practice in the discipline
	+ Developing publication record in high-impact peer reviewed journals
* Strong interpersonal and communication skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively
* Ability to plan and co-ordinate academic meetings and effectively communicate with academic peers/seniors and stakeholders
* Demonstrated ability to expertly apply research methodologies and quantitative/qualitative data analysis including large datasets
* Ethical scholar who values diversity and works effectively with individual differences
* Demonstrate a good background knowledge of early psychosis assessment and treatment and current evidence based approaches
* Demonstrated knowledge of the guideline process
* Demonstrated skills in writing for a medical/clinical audience

## Desirable

* Demonstrated success in obtaining research funding
* Experience in supervision of higher degree and post-doctoral research students
* Knowledge of the headspace Youth Early Psychosis Program
* Clinical background in the assessment and treatment of early and emerging psychosis
* Experience in writing clinical guidelines or involvement in the guideline process
* Experience with longitudinal analysis methods
* Understanding of fidelity measures and applications

## Special Requirements

* Unrestricted right to work in Australia.
* Any offer of employment is conditional upon receipt and maintenance of a valid Working With Children Card and a satisfactory Police Check.
* This position is based at Parkville with flexibility to work from home. Travel to other Orygen locations may be required. Capacity to travel within Australia to hYEPP sites which may involve overnight stays. Due to COVID-19, other work and travel arrangements may be in place that you will be required to adhere to.

# 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 deserve to service for excellence and reach the targets of Growing Esteem.

# 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.

# Other Information

## CENTRE FOR YOUTH MENTAL HEALTH

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.

## oRYGEN

Orygen 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>

## Faculty of Medicine, Dentistry and Health Sciences

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

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne’s largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty’s annual revenue is $628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

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.

## 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>.

## ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

## 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 [www.unimelb.edu.au](file:///C%3A%5CDocuments%20and%20Settings%5Cscougan%5CLocal%20Settings%5CTemporary%20Internet%20Files%5Cbaj%5CLocal%20Settings%5CTemporary%20Internet%20Files%5CContent.Outlook%5CTemplates%5Cwww.unimelb.edu.au).