

## Senior Researcher

**Our vision:** *People and communities have strong mental health and wellbeing.*

**Our purpose:** *Partnering with clients and carers to deliver mental health and wellbeing services that enhance quality of life.*

**Our values:** *Hope, Creativity and innovation, Client focus, Making a difference, Integrity.*

## Position Information

<b>Purpose</b>	The Senior Researcher will be responsible for conducting and evaluating research and evaluation, in collaboration with relevant stakeholders, to increase the understanding of the impact of mental ill health on people's lives and how effective services can contribute to client recovery and wellbeing.
<b>Position reports to</b>	Research and Evaluation Manager
<b>Mind classification level</b>	SCHADS Level 8
<b>Stream</b>	Research, Advocacy & Policy Development
<b>About the service</b>	<p>The Research, Advocacy &amp; Policy Development business unit has a national focus with responsibility for research and evaluation, business development, clinical governance, policy and advocacy. The business unit provides strategic and operational leadership for Mind's investment in research, evaluation and policy advocacy as well as developing and delivering on a five-year plan for advocacy and social change.</p> <p>Within Research, Advocacy &amp; Policy Development, the Research and Evaluation program aims to understand the impact of mental ill health on people's lives and the policies and programs that help them achieve recovery goals and lead fulfilling lives. The program includes external partnerships and commissioned projects, and internal service evaluation activities.</p>
<b>Position description effective date</b>	June 2022
<b>Responsibilities</b>	
<b>Research</b>	<ul style="list-style-type: none"> <li>Collaborate with the Research and Evaluation Manager to manage, co-ordinate and advise on internal and external research activities including partnerships and commissioned projects at a senior specialist level.</li> </ul>

Mind values the experience and contribution of people from all cultures, genders, sexualities, bodies, abilities, ages, spiritualities and backgrounds. We encourage applications from Aboriginal and Torres Strait Islander peoples, people with a lived experience of mental ill-health and recovery, people living with disability, those who identify as LGBTIQ and applicants from culturally and linguistically diverse backgrounds.



	<ul style="list-style-type: none"> <li>• Design, commission, manage and undertake research and evaluation projects under broad direction.</li> <li>• Analyse and interpret data and synthesise evidence to support diverse functions, including service improvement, policy and business development.</li> <li>• Work closely with the Research and Evaluation Manager to identify and initiate new activities and partnerships including grants and funding opportunities.</li> <li>• Ensure that new knowledge and research outputs from service evaluations meet the needs of Mind's Quality &amp; Practice, Operations and Business Development teams.</li> </ul>
<b>Service evaluation</b>	<ul style="list-style-type: none"> <li>• Support an organisational-wide approach to service evaluation and monitoring that informs quality improvement, service and business development, and policy and/or system advocacy.</li> <li>• Build the capacity of staff to evaluate services.</li> <li>• Analyse, interpret and write reports regarding Mind's routine data and outcome data for service evaluation.</li> <li>• Ensure that outputs and outcomes from service evaluations meet the needs of Mind's Quality &amp; Practice, Operations and Business Development teams.</li> <li>• Support ongoing implementation and fidelity of service evaluation.</li> </ul>
<b>Stakeholder engagement</b>	<ul style="list-style-type: none"> <li>• Work collaboratively internally and externally with stakeholders and partners to ensure high levels of engagement in research and evaluation activities to assist in achieving objectives.</li> <li>• Establish appropriate, effective external relationships that expand and improve Mind's research and evaluation aimed at improving the lives of people with mental illness and their families.</li> <li>• Ensure that opportunities for clients, families and carers are maximised and all research and evaluation activities place equal value on diverse ways of knowing.</li> <li>• Work engagingly and collaboratively with diverse people.</li> </ul>
<b>Team contribution</b>	<ul style="list-style-type: none"> <li>• Work collaboratively and proactively in accordance with the Research and Evaluation Manager's direction.</li> <li>• Actively participate, contributing to the team and wider organisational initiatives.</li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>• Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind.</li> <li>• Participate in reflective practice.</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>• Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time.</li> </ul>



	<ul style="list-style-type: none"> <li>Proactively support Mind's vision of supporting people facing mental health challenges to live well and be socially included, in accordance with the Mind values.</li> </ul>
<b>Workplace health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>Contribute actively to the maintenance of a safe workplace.</li> <li>Ensure all safety issues are reported and addressed as they arise.</li> </ul>
<b>Lived experience</b>	<ul style="list-style-type: none"> <li>Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.</li> </ul>
<b>Cultural safety</b>	<ul style="list-style-type: none"> <li>Contribute to a culturally safe workforce and service environment for staff, consumers, carers and volunteers from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.</li> </ul>



Position Requirements	
<b>Qualifications required</b>	<ul style="list-style-type: none"> <li>• Post-graduate tertiary degree qualifications in Mental Health, Peer Work, Psychology, Social Work, Health, Social Policy or other related field as designated by Mind.</li> <li>• A tertiary degree qualification in Research with major project experience in Research or an academic background is desirable.</li> </ul>
<b>Knowledge, skills and experience required</b>	<ul style="list-style-type: none"> <li>• Proven experience in Community Services, Mental Health, Social Welfare, Housing, Healthcare, Disability or Government sectors is desirable.</li> <li>• Experience and expertise in working directly with people with mental health issues, complex needs and with their families and carers is desirable.</li> <li>• Lived experience of mental ill health and recovery or other form of relevant lived experience, e.g. caring for someone with a lived experience of mental ill health. Along with the ability and willingness to contribute this in working towards organisational strategies on lived/living experience workforces is highly desirable.</li> <li>• Ability to incorporate lived experience knowledge into research and evaluation activities.</li> <li>• Understanding of the importance of including clients, family and carers into all aspects of practice is desirable.</li> <li>• Significant experience in quantitative data analysis, reporting and program evaluation including logic models.</li> <li>• Experience in managing specialised research and service evaluation activities at a senior level in complex organisational settings.</li> <li>• Proven track record in building and maintaining effective working relationships with a diverse range of stakeholders up to Executive level.</li> <li>• Ability to influence and work collaboratively with a range of stakeholders including peers, employees, external organisations and government agencies.</li> <li>• Well-developed problem solving, analytical and planning capability applied to complex organisational and system environments.</li> <li>• High level organisational skills with demonstrated ability to prioritise, manage multiple complex tasks concurrently, work under pressure and meet deadlines.</li> <li>• Ability to work both autonomously and collaboratively showing initiative and flexibility.</li> <li>• Excellent interpersonal and communication skills with the ability to consult, negotiate and influence peers, stakeholders and government agencies with diplomacy to achieve effective outcomes.</li> </ul>

To learn more about Mind visit [mindaustralia.org.au](http://mindaustralia.org.au)



You can also watch our Great Minds series of videos by visiting

[www.youtube.com/mindaustralia](http://www.youtube.com/mindaustralia)

Mind Australia Limited ABN 22 005 063 589



	<ul style="list-style-type: none"> <li>• Excellent research, writing and presentation skills with a proficiency in Microsoft Excel (pivot tables), Word, statistics package SPSS and nVIVO software programs.</li> <li>• Data experience and Power BI knowledge would be an advantage.</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Right to work in Australia.</li> <li>• Current valid driver's licence.</li> <li>• Current NDIS Worker Screening Check Clearance.</li> <li>• Working with Children Check or equivalent (Blue Card - QLD).</li> <li>• Able to obtain and provide evidence of vaccinations against COVID-19.</li> </ul>

To learn more about Mind visit [mindaustralia.org.au](http://mindaustralia.org.au)



You can also watch our Great Minds series of videos by visiting  
[www.youtube.com/mindaustralia](http://www.youtube.com/mindaustralia)

Mind Australia Limited ABN 22 005 063 589

