



THE UNIVERSITY OF  
MELBOURNE



Phoenix  
AUSTRALIA  
CENTRE FOR POSTTRAUMATIC  
MENTAL HEALTH

Appointment of  
**Director, Centre of Excellence  
in Emergency Worker Mental  
Health. Phoenix Australia**

Department of Psychiatry  
Melbourne Medical School, Faculty of Medicine,  
Dentistry and Health Sciences

Phoenix Australia is Australia's National Centre of Excellence in Posttraumatic Mental health. For 25 years we have been a national and international leader in our field.

We are at the forefront of the understanding, prevention and recovery from trauma. We have over 60 researchers, clinicians and specialists in psychology, psychiatry and social work, and have offices in Adelaide, Brisbane, Canberra, Melbourne and Sydney, allowing our reach to stretch to individuals, organisations and communities Australia-wide.

In a year we:

- publish around 30 peer reviewed publications
- deliver up to 20 active research projects
- deliver around 5 NHMRC grants
- have up to 10 active national level randomised controlled trials
- maintain 5-10 active national and international consortiums
- deliver up to 50 research translation projects based on our research – policy and framework development, organisation and service reviews, consultancy, supervision and training for around 30 different clients
- train up to 700 practitioners through our national online and face-to-face training programs
- provide oversight of around 15 PhD students

We are a unique organisation, bridging the gap between research and research translation, and integrating our knowledge and skills into an end-to-end service for our clients.

Our expertise encompasses three key portfolios:

- Knowledge dissemination
- Research
- Policy and practice, which incorporates workforce education and training

## Knowledge dissemination

We are the first port of call for anyone interested in understanding more about psychological trauma. We promote a greater understanding of posttraumatic mental health through online and print resources, videos, self-help tools, journal articles, presentations at conferences and other forums, and via expert media commentary.

## Research

Our program of internationally acclaimed research aims to advance the knowledge of posttraumatic mental health. Through the application of diverse research methodologies, we aim to create real-world solutions and translate research findings into practical implications for governments, organisations, and communities.

## Policy and Practice

Our Policy and Practice portfolio encompasses policy and service development work as well as workforce education and training.

Our policy and service development work aims to establish the standards of best practice for the management of trauma. We translate research into best practice policies and procedures for organisations, and work with organisations to build their capacity to minimise the impact of workplace trauma.

Our workforce education and training programs are evidenced-informed and designed to improve the practice of those working with people, organisations, and communities affected by trauma. We provide tailored and integrated training, supervision, and consultation services that meet the specific needs of a diverse range of clients, large or small.

We collaborate to deliver services to a broad range of clients across Australia, including:

- Government departments with responsibility for people and/or communities who are at high risk of being impacted by psychological trauma, such as Veterans' Affairs, Home Affairs, and Human Services
- Police, ambulance, fire, rescue and other emergency service providers
- Insurers and compensation agencies who fund treatment and support
- Other industries and organisations whose employees are at high risk of being impacted by psychological trauma
- Treatment or service organisations that treat and/or support people impacted by psychological trauma, including following disaster
- Practitioners who treat those impacted by psychological trauma

## We also contribute more broadly to the field of posttraumatic mental health, such as:

- Lead editor of the latest edition of the seminal international volume *Effective Treatments for PTSD*
- Presidency and board membership of the International Society for Traumatic Stress Studies
- Vice Chair of the International PTSD Guidelines Committee
- Developer of the *Australian Guidelines for the Prevention and Treatment of Acute Stress Disorder, Posttraumatic Stress Disorder and Complex PTSD*.



# Department of Psychiatry

The Department of Psychiatry at the University of Melbourne was established in the 1960s. It is one of the largest Departments in the Melbourne Medical School. There are about 120 academic and professional staff, 140 honorary staff and 50 students pursuing research degrees from Honours, Masters, and PhD programs. A further 240 students are enrolled in graduate coursework programs, including the flagship Master of Psychiatry program.

The Department plays a key role in the medical curriculum of the graduate Doctor of Medicine (MD) program, providing rotations in psychiatry for medical students and teaching in other sections of the course. The Department also offers opportunities for students undertaking research projects in the MD course. The Department is located across a broad reach of Melbourne. It has teaching and research units at Austin Health, St Vincent's Health, and within North Western Mental Health: the latter includes units at Royal Melbourne Hospital, Sunshine Hospital, and Northern Hospital.

The Department also has units at two private hospitals: Albert Road Clinic (Ramsay Health Care) and The Melbourne Clinic (Healthscope). The Department has a number of specialist clinical research units, comprising the Academic Unit for Psychiatry of Old Age, Melbourne Neuropsychiatry Centre, Phoenix Australia (Centre for Posttraumatic Mental Health), and the Psychosocial Research Centre. The Department's research focuses on improving our understanding and treatment of mental health disorders. It covers a broad range of psychiatric research, including prediction and biomarker research, neuropsychiatry, psychopharmacology, neuroimaging, psychosocial research, economic evaluation, ethics, psychiatric epidemiology, and mental health service delivery.

[medicine.unimelb.edu.au/school-structure/psychiatry](https://medicine.unimelb.edu.au/school-structure/psychiatry)

# Position Summary and Selection Criteria

<b>CLASSIFICATION</b>	Level E
<b>SALARY</b>	Level E \$199,922
<b>SUPERANNUATION</b>	17 %
<b>BASIS OF EMPLOYMENT</b>	Fixed term for 5 years
<b>WORKING HOURS</b>	Full time 1.0 FTE

## Position Summary

Phoenix Australia - Centre for Posttraumatic Mental Health (PA) is affiliated with the Department of Psychiatry, University of Melbourne and is internationally recognised for its work in the field of posttraumatic mental health. Phoenix Australia is an independent organisation funded by project work and competitive funding from government and non-government organisations.

Phoenix Australia is at the forefront of the understanding, prevention and recovery from trauma. We have over 60 researchers, clinicians and specialists in psychology, psychiatry and social work, and have offices in Adelaide, Brisbane, Canberra, Melbourne and Sydney, allowing our reach to stretch to individuals, organisations and communities Australia-wide.

We are a unique organisation, bridging the gap between research and research translation, and integrating our knowledge and skills into an end-to-end service for our clients. Our work encompasses two main Portfolios: Research and Policy and Practice, which incorporates workforce education and training.

- Our program of internationally acclaimed research aims to advance the knowledge of posttraumatic mental health. Through the application of diverse research methodologies, we aim to create real-world solutions and translate research findings into practical implications for governments, organisations, and communities.
- Our Policy and Practice portfolio encompasses policy and service development work as well as workforce education and training. Our policy and service development work aims to establish the standards of best practice for the management of trauma. We translate research into best practice policies and procedures for organisations, and work with organisations to build their capacity to minimise the impact of workplace trauma.
- Our evidence-based workforce education and training programs improve the practice of those working with people, organisations, and communities affected by trauma. We provide tailored and integrated training, supervision, and consultation services that meet the specific needs of a diverse range of clients, large or small.

An opportunity for a new role as Director for a soon to be established Centre of Excellence (CoE) in Emergency Worker Mental Health funded through the Victorian Department of Health is now available.

The aim of the CoE is to improve mental health outcomes for emergency workers, including those that have retired from service. The CoE will do this by providing a broad platform to build the capability of practitioners in Victoria that work with this cohort. In terms of building that capability, the key objectives for the CoE will be to:

- Develop and evolve a network of practitioners across Victoria.
- Build the capability of practitioners, to deliver best in class treatment options, including through the provision of:
  - Formal professional development and skills training for practitioners to help ensure they are up to date with latest evidence-based, best practice treatment guidelines, interventions and other relevant frameworks.
  - Quality improvement services collaboratively with practitioners, including a secondary consultation service to enhance a practitioner's capacity to support emergency workers that experience complex and prolonged mental injury.
- Design, deliver and / or co-ordinate research and evaluation projects focused on effective implementation of best practice models of intervention and care across the network of practitioners to enhance outcomes for emergency workers.

The successful candidate will also have a strong international track record in emergency worker or first responder mental health, and demonstrate an understanding of the complexities, commonalities and differences that are inherent in working with these populations across policy, practice, training and research.

The successful candidate will have a strong track record in building successful partnerships and effective collaboration with clinical networks and with other national and international experts in this area, and including fostering excellence in the design, execution and translation of all the CoE activities. When required, they may also contribute to teaching and learning within the University.

The position is located within Phoenix Australia within the Department of Psychiatry at the University of Melbourne.

Professors at the University of Melbourne also provide transformational leadership and dedicated service for the University and the broader community beyond their leadership within their academic fields and disciplines.

This position description should be read in conjunction with the University of Melbourne. Expectations of a Professor:

[staff.unimelb.edu.au/human-resources/academic-careers-@-melbourne/promotion/ExpectationsOfAProfessor.pdf](http://staff.unimelb.edu.au/human-resources/academic-careers-@-melbourne/promotion/ExpectationsOfAProfessor.pdf)

# 1. Key Responsibilities

## 1.1 SERVICE AND LEADERSHIP

- Develop, lead and implement Phoenix Australia's Centre of Excellence (CoE) in Emergency Worker Mental Health.
- Develop strong collaborative interactions with relevant stakeholders, including government and emergency worker organisations and broader stakeholder groups such as the industry unions, relevant statutory authorities and non-government organisational stakeholders in order to enhance the development and impact of the CoE.
- Participate actively in Phoenix Senior Leadership committees, Department of Health relevant committees and University committees.
- Contribute positively to learning and career development of self and others.
- Effectively demonstrate and promote University values including diversity and inclusion and high standards of ethics and integrity.
- Actively contribute to the overall leadership and strategic goals of Phoenix Australia.

## 1.2 KNOWLEDGE TRANSFER

- Develop and implement the three key pillars of the CoE:
  - Development and evolution of a network of practitioners across Victoria.
  - Building the capability of practitioners, to deliver best in class treatment options.
  - Designing, delivering, and / or co-ordinating research and evaluation projects focused on effective implementation of best practice models of intervention and care across the network of practitioners to enhance outcomes for emergency workers.
- Engage and collaborate with key stakeholders across the system in delivering the required outputs.
- Develop and implement dissemination and knowledge transfer models which can be derived from the CoE and applied across a broader range of government, organisational and community settings.

## 1.3 RESEARCH – ADVANCEMENT OF THE DISCIPLINE

- In collaboration with the Phoenix Australia Executive Management Group, develop and lead a strategically derived and implementation focused program of research and research translation in the area of emergency worker mental health. The research is to be developed in collaboration with the emergency worker agencies and the Department of Health and is to have a service improvement focus.
- Develop national and international implementation research partnerships within and beyond the University and the emergency worker agencies.
- Secure research grants and external research income from both national and international bodies.
- Produce key outputs from the CoE including academic outputs in appropriate journals and publications (including relevant emergency worker industry journals) as well as other translation-based products.
- Ensure research outcomes are translated in a way that maximises mental health and wellbeing outcomes for emergency workers.
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks.

## 1.4 STAFF SUPERVISION

- Manage the ongoing operations of the CoE, including employing all staff.
- Undertake probationary and performance management processes, ensuring regular conversations 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.
- Understand responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- 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.

## 1.5 OTHER

- Managing the CoE budget, and in doing so meet all relevant statutory obligations.
- Perform other tasks or projects as required by the Director of Phoenix Australia.



## 2. Selection Criteria

### 2.1 ESSENTIAL

- PhD and clinical post graduate level qualification in psychiatry, psychology or other mental health related discipline.
- Demonstrated track record of international leadership in first responder or emergency worker mental health.
- Demonstrated track record of developing and engaging clinical networks
- Demonstrated leadership in the design, development, delivery and evaluation of innovative policy, service development and training activities.
- Track record of effective engagement and collaborations with government, other organisations and the community to implement practice change in the area of mental health.
- Demonstrated internationally recognised track record in research and publication in relevant fields, which could include emergency worker mental health, Defence and veterans mental health, traumatic stress and disaster management.
- A track record of clinical experience with trauma-affected populations from emergency services or other high stress occupations.
- Strong experience and demonstrated success in leading project teams.

- Evidence of strong management and leadership skills, including people management skills.
- Proven ability to work both independently and as part of a team, with strong interpersonal, communication skills and negotiation skills and a demonstrably high level of initiative.
- Demonstrated ability to work collaboratively and collegially and have a capacity to communicate to others a commitment to a code of ethics.

### 2.2 DESIRABLE

- Demonstrated record of contributing to strategic planning processes in an organisational or tertiary education setting.
- Track record of initiating, securing funding support, developing and implementing business strategies and plans including growing and maturing a business function.
- Evidence of developing models and research projects in wellbeing and resilience.
- Evidence of expertise in organisational psychology including the impacts of workplace factors on wellbeing in emergency worker and other high stress occupations.

### 2.3 SPECIAL REQUIREMENTS

- Interstate and international travel with occasional overnight stays will be required.



# The University of Melbourne

Established in 1853, the University of Melbourne is a public-spirited institution with an outstanding reputation for excellence in research, learning and teaching, and engagement.

With a history of more than 160 years, the University occupies a special place in the heart of Melbourne's intellectual and cultural scene. It offers a vibrant and stimulating environment for more than 7 000 staff members and 50 000 students, including 12 000 international students from more than 120 countries. It has an annual budget exceeding A\$2 billion.

Ranked as the leading university in Australia, and situated at 38 on the Academic Ranking of World Universities (ARWU), it is consistently situated among the fastest-rising research universities. The University is counted among the best in the world – 32 by the Times Higher Education and 26 by the US News & World Report Rankings.

## The Melbourne Model

Building on long-standing traditions of leadership and innovation in teaching and embracing international developments in curriculum design, the University introduced the Melbourne Model in 2008. The distinctive educational model offers degrees in three broad cycles. At Bachelor level, students select from one of six broad degrees (offering a total of 87 major fields of study) and a limited number of specialist offerings. These programs lay the intellectual foundations for future employment or further study. Most professional qualifications are subsequently offered at Masters level, where students can choose from a variety of professional or specialist graduate programs offering intensive graduate-level experiences that promote deep professional learning. At Doctoral level, students work alongside and are nurtured by international research leaders in a broad range of fields.

The Melbourne Model's curriculum combines academic breadth with disciplinary depth to strategically reposition the University in an increasingly globalised higher education framework. The University prepares its students to enter a world marked by rapid change where graduates must possess the applicable knowledge, and flexible and adaptable skills, to succeed.



# Living and Working in Melbourne

## Geography

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 4.5 million people and a metropolitan area of 9990.5 km<sup>2</sup>. The Economist Intelligence Unit has rated Melbourne one of the world's most liveable city for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km<sup>2</sup> and has a population of more than 143 000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.



## People and Benefits

The University is committed to providing an intellectually stimulating and personally rewarding workplace that attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff who have been recognised through prestigious national and international awards and membership of Australia's learned Academies. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

### The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world-class organisation which provides its staff with exceptional benefits and support at every stage of their life and career:

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support. University course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.



# The University of Melbourne's Strategic Plan 2020-2030:

## 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.



## Further Information and Website Addresses

General information about the University of Melbourne is available through its website at [www.unimelb.edu.au](http://www.unimelb.edu.au)

### Phoenix

[www.phoenixaustralia.org/](http://www.phoenixaustralia.org/)

### Strategic Plan

[www.phoenixaustralia.org/about/](http://www.phoenixaustralia.org/about/)

### About the University of Melbourne

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

### 2019 Annual Report

[about.unimelb.edu.au/strategy/annual-reports](http://about.unimelb.edu.au/strategy/annual-reports)

### Faculty of Medicine, Dentistry and Health Sciences

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

### Melbourne Medical School

[medicine.unimelb.edu.au](http://medicine.unimelb.edu.au)

For queries, please email; The Talent Acquisition team  
[MDHSTalent-Acquisition@unimelb.edu.au](mailto:MDHSTalent-Acquisition@unimelb.edu.au)

Please do not send your application to this email address.

### To Apply

For other career opportunities at the Melbourne Medical School, and to apply, please visit: [medicine.unimelb.edu.au/about/join-the-melbourne-medical-school](http://medicine.unimelb.edu.au/about/join-the-melbourne-medical-school)

Alternatively you can apply via the job site you visited.

Applications close: TBA



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