



Position Description

Position Title:	Senior Research Officer/ Research Fellow
Salary Range:	MCRI Research Salaries Senior Research Officer - Level B Steps 1 to Step 6
Reporting Manager:	Rachel Smith
Direct Reports:	TBD
Home Group:	Policy & Equity

Children are at the heart of everything we do.

The Murdoch Children's Research Institute (MCRI) is home to significant scientific discoveries. We believe there is an answer, a cure, or a better treatment for every childhood condition – and we are determined to find it.

We are a diverse team of world-leading researchers, doctors, engineers, and hardworking professionals in corporate and scientific services from all corners of the world with one shared goal – to transform child health worldwide.

Our strength lies in our partnership and co-location with The Royal Children's Hospital and the University of Melbourne – the Melbourne Children's Campus. This rare model amplifies opportunities to quickly translate research into clinical care.

At MCRI, you will also find our subsidiary organisation, the Victorian Clinical Genetics Services (VCGS), a specialist childhood, prenatal and adult genetics service. VCGS provides an integrated genetic consultation, counselling, testing and diagnostic support service to children, adults, families, and prospective parents.

Together, we share a powerful vision: re-imagine the future of child health.

What is it like to work for us?

We are committed to ensuring a positive working environment that values all backgrounds and experiences. We cultivate an inclusive culture that is underpinned by equal opportunity for all and a culture based on respect, consideration, and dignity. We are also committed to developing our People and fostering an environment where learning and development is central to our staff reaching their full potential.

Position Overview

This position offers an exciting opportunity to advance a research career in mental health prevention and early intervention with a focus on innovative, school-based approaches. We seek a post-doctoral researcher to develop and lead a research program using data from the Mental Health in Primary Schools (MHIPS) initiative.

MHiPS was developed and is being delivered by the Policy & Equity Group (Mental Health Research & Policy) at MCRI in partnership with the Melbourne Graduate School of Education (MGSE). It is supported by the Victorian Department of Education and has received philanthropic funding.

MHiPS was designed to build the capability and capacity of Victorian primary schools to better support student mental health and wellbeing. The MHiPS initiative places a new Mental Health and Wellbeing Leader (MHWL) role in Victorian primary schools; this MHWL role is supported by a structured training program, delivered by MGSE. The MHWL and accompanying training (“the MHWL model”) is designed to increase support for teachers to address the mental health needs of students and build teacher confidence and skills in this area. The initiative commenced with a pilot (2020-2022), which has undergone comprehensive evaluation. Statewide expansion commenced in 2023.

Key responsibilities

Research and research training

- Produce quality conference presentations, seminar papers and publications, such as peer reviewed journal articles, arising from scholarship and research
- Produce a range of other research outputs including research reports, government submissions, policy analysis, blog posts, or other methods of research translation
- Provide effective supervision of honours or postgraduate research projects and supervise or co-supervise Research Higher Degree and Honours students
- Source and apply for funding to support ongoing research-related activities associated with the MHiPS initiative
- Participate in research independently and as a member of a research team
- Provide effective supervision of research support staff

Leadership and service

- Actively participate at team meetings and contribute to planning and strategy work to build capacity in the MHiPS group and more broadly the Policy & Equity Group
- Actively engage in the campus culture (e.g. professional development activities, membership of campus committees, MCRI mentoring program, contributing to/attending internal/external campus conferences and seminars)
- Participate in community and professional activities related to the relevant disciplinary area including attendance and presentations at conferences and seminars
- Positive engagement in learning and career development of self and others
- Effective demonstration and promotion of MCRI values including diversity and inclusion and high standards of ethics and integrity
- Enact the values of MCRI, and work to its vision and mission

Selection criteria

Essential

- PhD in relevant area or equivalent professional qualification
- Demonstrated track record in independent and team-based research in mental health
- Demonstrated track record of working on school-based projects or with young people
- 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 mental health or a related discipline
 - development of publication record in high-impact peer reviewed journals
 - record of other research outputs including research reports, government submissions, policy analysis, blog posts, conference presentations or other methods of research translation
- Strong interpersonal and advanced communication skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively
- Demonstrated ability to expertly apply research methodologies and quantitative/qualitative data analyses
- Ability to mentor and guide junior research staff in their academic trajectory
- Ethical scholar with high levels of integrity who practices in line with the Australian Code for Responsible Conduct of Research and MCRI policies, and who values diversity and can work effectively with individual differences
- Availability to travel domestically and internationally when required for meetings, collecting data or attending conferences

Desirable

- Demonstrated success in obtaining research funding
 - Experience in supervision of higher degree and post-doctoral research studies
 - Research experience in population surveys
 - Experience with complex, multi-stakeholder projects
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Conditions of Employment

- Working with Children Check & National Police Clearance (if appointed) in compliance with the Victorian Governments Child Safety Standards.
 - The right to reside and work in Australia and you meeting any applicable visa conditions.
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Health, Safety & Wellbeing

- We are committed to providing and maintaining a working environment which protects the health, safety and wellbeing of our people, partners and the community.
 - Employees conducting duties on behalf of MCRI are expected to meet the environment, health and wellbeing requirements and responsibilities specifically required for the role.
 - We are committed to supporting children in their right to be safe and adhere to the responsibilities we have to ensure their protection and safety as per the Child Safety Standards Policy.
 - Specified positions may be subject to medical review to ensure that the inherent requirements of the role can be undertaken safely
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As MCRI evolves to meet its changing strategic and operational needs and objectives, so will the roles required of its employees. As such, this document is not intended to represent the position which the occupant will perform in perpetuity. This position description is intended to provide an overall view of the incumbent's role as at the date of this statement.