



Position Title:	Research Manager (Cultural Competency)	Effective Date:	TBC
Hours:	Full time (37.5 hours per week)	Line Management to:	Chief Operating Officer
Location:	To be negotiated with successful applicant	Supported by:	TBA
Benefits:	\$130,000 per annum, plus superannuation and salary sacrifice options		

This position

The Westerman Jilya Institute for Indigenous Mental Health (the Institute) is a recently incorporated Aboriginal Community Controlled Organisation, registered under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*.

The Research Manager – Cultural Competency, will ideally be a registered psychologist or have a strong track record of complex inferential, data-based research and evaluation at a national level. They will be responsible for overseeing Jilya's research focused upon the national expansion of their Cultural Competency work to determine critical needs across the existing mental health, child protection, justice, policing, and social and emotional wellbeing workforce. They will work with the Jilya Board, Research Manager (Mental Health), and the Chief Operating Officer to secure access to and oversee the analysis and collection of data pertaining to research priorities, be capable of undertaking inferential and descriptive analyses; be familiar with psychometric test development and validation; supervising and supporting psychology students at honours, masters, and PhD levels. The ability to form research and other partnerships within the University sector, state and federal governments, non-profit organisations, and Aboriginal Community Controlled Organisations to advance the research opportunities and expansion of Jilya's work is a critical aspect of the role.

This position reports to the Chief Operating Officer.

Key Responsibilities

Operations:

- Develop and facilitate research into the Cultural Competence of various workforce and professional groups who work (either in whole or in part) with Aboriginal people and in Aboriginal communities using the existing Jilya cultural competency tests and data.
- Oversee the procurement, collation, and linkage of data and the establishment and cleaning of extensive data sets and for coding, analytical and publishing purposes
- Undertake research that furthers theoretical and empirical understanding of Cultural Competence, how to validly measure cultural competence, and determine how cultural competence impacts the quality and effectiveness of services to Aboriginal people and communities across child protection, mental health, social and emotional wellbeing, justice, and police workforces.
- Conduct and oversee evaluation studies to determine the effectiveness of programs designed to improve participants' and/or organisations' level of cultural competence.
- Expand Jilya's research and practice on cultural competence into ACCHOs and other related industries.
- Develop research partnerships with other research institutions and service providers across Australia and internationally.
- Work in partnership with the Research Manager (Mental Health) to develop research projects, including student research projects, that span all areas of Jilya's research focus.
- Identify and submit research grants consistent with the research priorities of the Jilya Institute.



- Ensure that the administrative requirements of the Institute are aligned to best practice research, ethics, and governance.
- Publications of research findings and scholarly discussions of cultural competence theory in peer-reviewed scientific and professional practice journals, relevant conferences, and other reports.

Board governance and reporting:

- Responsible for leading in a way that supports the organisation's strategic direction and vision as defined by the Board of Directors.
- Report to the Chief Operating Officer on achievements in relation to the strategic objectives and set the work plan for research.
- Prepare reports on research and evaluation outcomes achieved for the Chief Operating Officer

Finance:

- Supports the Chief Operating Officer to establish budgets for research projects.

Human Resources:

- Responsible for maintaining a highly functioning workplace and ensuring the values of the organisation are reflected in the workplace.
- Responsible for establishing relationships with organisations for the purpose of joint research collaboration and to provide support for program evaluation and ongoing data collection.

Communication and marketing:

- Build and maintain effective communication with Institute stakeholders from a research perspective.
- Develop and support opportunities for advancement of the Institute's research through publications, conference presentations and undertaking media to promote research and outcomes for the Institute and students.

Occupational Safety and Health - Safety and quality systems:

Staff have a 'duty of care' responsibility for safety and health at the workplace. Under Section 20 of the *Occupational Safety and Health Act 1984*, your 'duty of care' means that you must:

- Work safely to ensure your own safety and health;
- Make sure your actions do not cause injury or harm to others;
- Follow instructions on safety and health and abide by Police and procedure and ask for assistance if you do not understand the information;
- Report any hazards, injuries or ill health to your line supervisor; and
- Cooperate when you are required to do something for safety and health at the workplace.

Other:

- Other duties as reasonably requested by the Chief Operating Officer or Board of Directors.
- Demonstrate a commitment to your own continued Professional Development as per the CPD requirements for continued registration as a psychologist.
- Efficient use and maintenance of the Institute's materials and equipment.
- Respond to, action, and record any complaints and report any problems and suggestions for improvement.



Selection Criteria:

1	Psychology or Health/Social Sciences Degree at Masters level minimum. Other degrees that align with the skills/knowledge required of this role will also be considered.
2	High level research leadership at a national and preferably international level including a track record of data driven peer reviewed publications.
3	High level quantitative research skills including the use of inferential statistics, psychometric analysis, multivariate statistics. Candidate must have strong skills in the use of statistical software packages, preferably SPSS, Excel, and Word for managing descriptive and other statistics.
4	Experience and skill in working with a Board of Directors and a demonstrated understanding of the operations of a not-for-profit organisation.
5	Strong understanding of University systems and ability to identify research grant partnership opportunities.
6	Solid organisational abilities, including planning, delegating, program development and task facilitation.
7	Be capable of supervising, supporting and mentoring psychology students at undergraduate, masters, and PhD level.
8	Strong understanding of mental health, suicide prevention and wellbeing research specific to Aboriginal people.
9	Ability to navigate the complex interfaces with ACCHOs and communities and complex research.
10	Demonstrated levels of cultural competence.
11	Values and attributes that align with the vision and goals of the organisation.

Eligibility Requirements:

The occupant of this position will require the following prior to appointment:

- Registration as a psychologist with AHPRA with preference for Masters, PhD level (desirable)
- Current C or A class driver's license.
- Working with Children Check.
- National Police Clearance.
- Be able to travel as required.
- Be available to work outside standard business hours when required.
- Indigenous applicants are strongly urged to apply