

Position Description

Senior Research Fellow

Advanced Research skills and Implementation Science

Classification:	Psychologist Grade 4 or Medical Scientist Grade 4
Business unit/department:	Parent-Infant Research Institute (PIRI)
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025 Choose an item. Choose an item.
Employment type:	Fixed-Term Full-Time
Hours per week:	Preferred 38 hours Job share may be considered, (3-4 days per week minimum)
Reports to:	Professor Jeannette Milgrom, Director, Parent-Infant Research Institute
Direct reports:	Professor Jeannette Milgrom
Financial management:	Budget: NA
Date:	July 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose - Advanced Research Skills and Implementation Science

We are expanding the team at the Parent Infant Research Institute (PIRI) and seeking a Senior Research Fellow with a considerable academic track record of research, publications and grant writing as well as enjoy working in a small team.

This position is for a Grade 4 senior research fellow with advanced research skills.

Ideally, the candidate will have skills in the following areas: Knowledge of perinatal mental health, implementation science and advanced statistical expertise.

Our current projects are focused on the broadening and implementation of our suite of digital treatment programs and the integration into clinical and community practice (focus of our NHMRC Centre for Research Excellence).

The candidate will have a relevant postgraduate degree, preferably a PhD, and:

- Excellent written communication skills with demonstrated publication record in peer-reviewed journals and experience in developing competitive grant applications and funding submissions.
- Ability to work collaboratively in interdisciplinary teams.
- An understanding of psychological research.

This position will play a key role in supporting the work of PIRI and the Executive Director of the Parent-Infant Research Institute (PIRI), as well as opportunities for developing a leadership role.

The specific responsibilities for this Grade 4 position are outlined below in the role specific detail and cover **Strategic Research leadership, Leadership, Stakeholder engagement, Governance, Decision Making, and Accountability.**

Note that this position is also being advertised as a Grade 3.

About the Parent-Infant Research Institute (PIRI)

Parent-Infant Research Institute (PIRI).

PIRI is a not-for-profit independent organization committed to supporting parents and babies (0-24 months) to enhance parent well-being, perinatal mental health and children's healthy development. PIRI provides a unique contribution to early intervention in Australia and comprises of an expert team of clinical and academic staff.

This position is within the Parent-Infant Research Institute (PIRI) (see www.piri.org.au). The Parent-Infant Research Institute (PIRI) is based at Austin Health, Melbourne. PIRI also has strong links with the **University of Melbourne, Melbourne School of Psychological Sciences** with potential joint honorary appointments for its staff, and through its director who is a Professorial Fellow.

In addition, the Institute of Breathing and Sleep (IBAS) administer PIRI grants and provides the umbrella body for research institutes at Austin.

PIRI also works closely with Austin Health's Mental Health Division particularly with the co-located Perinatal Community Services and Austin's Parent Infant Program - Inpatient (APIP).

PIRI has extensive links with national and international collaborators and has partnered with numerous agencies.



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About PIRI

PIRI's research has focused on developing and delivering innovative evidence-based treatments to improve emotional difficulties facing parents and infants. PIRI's specialty areas include screening, developing, evaluating and implementing both face-to-face and online treatments for perinatal depression and anxiety for mothers and fathers, and specialty parent infant programs. PIRI also conducts basic research to understand risk factors for perinatal mental health problems and contributes to major public health initiatives, including translating research into practice.

PIRI is considered an international leader in research in perinatal mental health and its impact on mothers, fathers, and infants. PIRI is engaged in a number of prestigious projects including leading a NHMRC Centre of Research Excellence [STePPS CRE Home - STePPS CRE](#) we also deliver our MumMoodBooster and DadBooster online CBT treatment programs, effective for those with more severe symptoms: a significant accomplishment in Australian mental health research translation. Over the past 15 years we have conducted RCTs which have been translated to real world implementation, funded by the Federal Government, MumSpace (www.mumspace.org.au and <https://www.dadspace.com.au/>).since 2017. These evidence- based digital supports and e-treatments for perinatal depression and anxiety and attracted national attention with over 200,000 visits to the stepped care resources to date.

Our NHMRC Centre of Research Excellence is entitled “*Science Translation for e-Psychological Perinatal Supports*” (STePPS CRE). The CRE is building on the MumMoodBooster programs and expanding the scope to include prevention programs for fathers and infants. The NHMRC Centre of Research Excellence grant will drive the development of digital technology for perinatal mental health as a national centre. In the next phase of our work we will also look at the application of AI to enhance digital treatments.

The STePPS CRE is a national research centre driving the identification, development, and translation of the most effective, cost-effective, and sustainable e-mental health interventions in the first 1,000 days (conception to 2 years). We aim to make major inroads in increasing uptake and reducing the enduring burden of disease.

About Austin Health

Austin Health is one of Victoria's largest health care providers. It delivers services for patients across four main sites in Melbourne, in locations across the community, in people's homes, and within regional hospitals across Victoria. It is an internationally recognized leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

The Austin employs approximately 9,500 staff and is known for specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Austin's vision is to shape the future through exceptional care, discovery, and learning. This is supported by values which define who we are and shapes the culture and the behaviours of its people.



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The Austin aims to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. It recognizes that their people are their greatest strength. It wants them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to their culture and values.

Position Responsibilities

This position is for a Grade 4 Senior Research Fellow with specific skills in perinatal mental health and psychological research, implementation science and, advanced statistical expertise. The successful applicant will join the team at the Parent-Infant Research Institute to play a key role in supporting the work of PIRI and in particular the Executive Director of PIRI and the Executive Team. The candidate will have a relevant postgraduate degree, preferably a PhD, and excellent written communication skills with demonstrated publication record in peer-reviewed journals as well as:

Ability to work collaboratively in interdisciplinary teams.

An understanding of psychological research.

This position will play a key role in supporting the work of PIRI and the Executive Director of the Parent-Infant Research Institute (PIRI), as well as opportunities for developing a leadership role.

Ability to manage projects and multitask.

Role Specific:

Strategic research leadership

- Develop and lead the strategic direction of one or more research streams.
- Identify future research priorities.
- Lead multidisciplinary research programs.
- Drive innovation across the Institute.

Research leadership

- Lead allocated research projects from inception to completion.
- Design and implement research methodologies.
- Analyse and interpret complex data.
- Prepare manuscripts for publication.
- Present findings at national and international conferences.

The Senior Research Fellow (SRF) will be responsible for playing a leadership role to ensure that the scientific quality of research conducted in the Institute is of a high standard. The SRF will collaborate with senior staff on such issues, give supervision to students, and provide direct assistance with experimental design/statistics for associated researchers.

Provide leadership for applications for research funding either individually and/or as part of the team.



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Specific skills we are seeking:

- Applying knowledge from implementation science. In particular, we are currently interested in to how to best integrate our treatment programs into the health care system.

Leadership

- Lead multidisciplinary project teams.
- Coordinate research staff.
- Allocate research priorities.
- Mentor early career researchers.
- Build research capability.

As well as supervising students:

The Grade 4 role will:

- Mentor Senior Research Fellows.
- Mentor junior researchers.
- Mentor PhD candidates.
- Provide professional leadership across research teams.
- Build research capability across PIRI.
- Provides technical guidance.
- Leads individual research projects.

Decision making

Exercises professional judgement within established research priorities.

Continuous improvement

- Contribute to research innovation.
- Participate in quality improvement activities.
- Assist in implementing new research methodologies.

Grant leadership

As well as contributing to grants:

Grade 4 will:

- Lead major national and international grant applications.
- Be Chief Investigator where appropriate.
- Develop funding strategies.
- Secure significant external funding.

Grant applications, Publications and Reports

- Support reporting requirements.
- Report compilation and contribution to funding submissions and academic papers will comprise a large part of the SRF's job. The SRF will disseminate results in the form of



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conference presentations, academic publications, electronic media and in-house journal/newsletter production.

- Be involved in PIRI's publications schedule leading general and field-specific journals including authorship in selected publications.
- Taking a lead on selected academic tasks including grant writing and research projects.

Research Translation

Leads implementation and translation of research into clinical practice across Austin Health and partner organisations.

Project Management

- The Senior Research Fellow (SRF) may be involved in day-to-day overseeing selected projects. A self-directed, pro-active and team-minded approach is needed. The SRF is involved at all stages of projects from concept, development, grant submissions and ethics applications, through to supervision of junior staff, and up to analysis, conference/seminar presentation, and publication of results.

External Representation

Represent PIRI at:

- National forums;
- International collaborations;
- Government working groups;
- Research partnerships.

Stakeholder engagement

- Collaborate with clinicians.
- Collaborate with universities.
- Collaborate with funding bodies.
- Build productive research relationships.
- Some liaison with agencies and subjects is involved. The SRF may be involved with start-up and monitoring of on-site data collection procedures at hospitals, working in cooperation with professional statisticians, scientists, outside agencies, other PIRI staff, nurses and other health professionals.
- Engaging in policy-relevant dissemination, advocacy and promotion of PIRI's research, including attendance at high level meetings and speaking engagements.
- Having the ability to liaise with the government and other agencies in the perinatal field and advocate for projects and funding for PIRI's work

Governance – the role may include the following:

Contribute to research governance activities.

- Chair project steering committees.
- Lead ethics strategy.
- Contribute to Institute policies.



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Decision making

Exercises significant independent judgement in determining research priorities, allocating resources within projects, managing research risks and advising senior leadership regarding strategic research direction.

Accountability

- Major grants;
- Research outcomes;
- Strategic partnerships;
- Institute reputation;
- Research quality.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection Criteria

This position is being advertised as either a Medical Scientist or Psychologist Grade 3 or Grade 4(see separate PD for Grade 3 position)

We are looking for a Senior Researcher, with a good understanding of psychological research who may have substantial skills and track record in implementation science.

In addition:

- Would like to develop a career in research in perinatal mental health and build up their own research team as part of PIRI's central goals by attracting grant funding.
- Has the ability to make independent and original contributions to PIRI research which have a significant impact and a demonstrated record of published work in top peer-reviewed academic journals.
- With 5-10 years postdoctoral experience in relevant areas e.g. implementation studies, integration of programs into health care, the design, conduct and analysis of large, double-blind, randomized psychological research trials.
- Familiarity with advanced statistical analyses



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- A proven capacity to write clearly and accurately to the highest professional standards while managing and prioritizing a large throughput of large, complex documentation is absolutely essential.

Essential Knowledge and skills:

Selection criteria – Grade 4

Internationally recognised publication record.

Demonstrated success leading major competitive research funding applications.

Demonstrated leadership of multidisciplinary research teams.

Demonstrated leadership in translating research into policy, clinical practice or statewide implementation.

Essential:

- PhD or equivalent. postgraduate qualification.
- Demonstrated research experience including leadership in translating research into policy, clinical practice or statewide implementation.
- Internationally recognised publication record in peer reviewed journals in quantitative research methodology..
- Demonstrated success leading major competitive research funding applications Ability to independently conduct research.
- Excellent experimental design and statistical analysis skills.
- Knowledge of perinatal depression and its impact on the lives of infants and their parents.
- Experience in liaising and collaborating with other agencies
- Demonstrated leadership of multidisciplinary research teams.
- Ability to follow complex protocols with attention to detail.
- Independent worker able to work in a busy team environment.
- Flexibility and readiness to multi-task.
- Interpersonal skills, particularly in all forms of communication.

Highly desirable:

- SPSS, SAS, NCSS/PASS and a demonstrable ability to work independently in programming environments and understanding/interest in AI. Extensive experience in path analysis, multiple logistic regression modeling (both binary and multinomial); ROC analysis; PC analysis; the various extensions of ANOVA-ANCOVA- and MANOVA-based methods and expertise in power and sample size analyses. The ability to identify and rapidly master further statistical methods as needed.
- Familiarity with and demonstrated ability to implement CONSORT standards.



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Professional qualifications and registration requirements

- PhD or other equivalent
- Appropriate professional qualifications

All appointments are made subject to a satisfactory National Police Check and if required, a Working with Children Check.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.



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Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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