1. POSITION SUMMARY

The Research and Evaluation Manager will facilitate the delivery of Orygen Digital's research and evaluation activities surrounding the implementation and use of its MOST platform in youth mental health services. This role will manage the timely and effective execution of data collection, analysis and reporting activities supervising a team of research assistants and data analyst(s), working closely with Orygen Digital's internal researchers and creating strong collaborations with the Orygen Digital team.

This position will require skills and experience in research and/or evaluation design, project management, managing teams and stakeholder engagement. The Research and Evaluation Manager will be an excellent communicator and comfortable managing multiple tasks, while being a strong team player with an aptitude for problem-solving. They will be expected to work with a high degree of autonomy under the general direction of the Director of Orygen Digital.

What is MOST?

Orygen Digital's MOST (Moderated Online Social Therapy) platform is the first digital solution to offer continuous, integrated face-to-face and digital care to young people. It offers young people online access to evidence-based therapy and clinical support. All included therapy has been adapted and enhanced based on a decade of youth feedback and usage data to ensure that every component captures young people's imaginations and feels uniquely relevant to their daily life. This therapy is embedded within a supportive social network of other young people working on their mental health, designed to shift the treatment experience from one of isolation to one of shared mission.

2. POSITION CONTEXT

Orygen delivers cutting-edge research, policy development, innovative clinical services, and evidence-based training and education for the mental health workforce to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

We are a complex organisation. Our activities and workforce are diverse and include:

- Five headspace centres in Craigieburn, Glenroy, Melton, Sunshine and Werribee that deliver primary clinical services to young people and are operated by Orygen.
• The Centre for Youth Mental Health, a University of Melbourne research and teaching department that is wholly seconded into Orygen. Centre staff are provided with Orygen email addresses and have the use of Orygen systems.
• Orygen Specialist Program (formerly referred to as Orygen Youth Health Clinical Program), a tertiary clinical service that is currently operated by North Western Mental Health, co-located with us at Parkville, Sunshine and Glenroy and also operating at sites in Footscray, and Wyndham. Whilst not under the governance of Orygen, Orygen Specialist Program works in close partnership with us.
• Orygen Digital, which develops and rolls out online clinical platforms that are fully integrated with ‘in-person’ clinical services.
• A training and development unit providing online and face to face training for the mental health workforce both nationally and internationally.
• A policy think tank drawing on Orygen’s research and clinical expertise and partnering and collaborating with key content experts from Australia and around the world to advise government policymakers.
• Centralised professional support functions enabling the organisation to achieve strategic and operational objectives.

In response to the COVID-19 crisis in 2020, Orygen Digital’s MOST platform has been funded in Victoria to create the first network of digitally enhanced mental health service in the world. With funding recently renewed to 2023, and further national and international dissemination planned, we are set for an exciting period of growth in our team, product and impact.

3. ABOUT ORYGEN

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<th>VISION</th>
<th>Young people to enjoy optimal mental health as they grow into adulthood.</th>
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<td>MISSION</td>
<td>Reduce the impact of mental ill-health on young people, their families and society.</td>
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<td>VALUES</td>
<td>Respect, accountability, teamwork, excellence &amp; innovation</td>
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<td>COMMITMENTS</td>
<td>Orygen has made a strategic commitment to partner with First Nations people of Australia, young people and their families, LGBTIQ&amp;A people &amp; culturally and linguistically diverse people</td>
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4. KEY RESPONSIBILITIES/OUTCOMES

The Research and Evaluation Manager’s key responsibilities will be to:
• Contribute to the development and execution of the research evaluation strategy of MOST (including KPIs and methodologies) with a focus on service evaluation, quality research frameworks and novel and agile evaluations methodologies enabled by digital technology and large sample sizes
• Produce high quality evaluation reports for internal and external stakeholders as required including relevant data analytics
• Monitor and maintain research quality and integrity of the implementation of MOST in youth mental health services against the research strategy
• Manage/coordinate requests from other Orygen Digital teams and reporting to external stakeholders (e.g. funders, partners)
• Expand and manage an experienced research team including research assistant(s), data analyst(s)
• Work closely with Orygen Digital’s MOST researchers to ensure key milestones are met, and support the development of research protocols and procedures and the coordination of research projects, activities, and research experiments as required (including liaising with relevant teams)
• Develop close relationships with other Orygen Digital teams to maintain continued understanding of service delivery activities and priorities and the potential implications for research activities
• Disseminate key findings from research and evaluation activities to relevant Orygen Digital teams
• Coordinate, supervise data collection and perform analyses against KPIs (including REDCap management)
• Oversee research timelines and budget
• Apply for ethics approvals as required and liaise with ethics committees
• Comply with and support others to comply with Orygen’s policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.

5. SELECTION CRITERIA
The following criteria must be met for consideration for this position:

5.1 Essential
• Postgraduate qualifications in mental health, health economics, health services evaluation, behavioural or social sciences, public health, evaluation, business management, or other relevant field.
• Demonstrated skills and extensive experience in the management of research and evaluation design and delivery
• Demonstrated track record in independent or team-based research and/or evaluation in a health, social service and/or youth context.
• Highly developed organisational and project management skills including attention to detail and ability to plan and organise own time and that of others to prioritise tasks and achieve project outcomes.
• Experience supervising and mentoring junior staff.
• Highly developed verbal and written communication skills (including external and internal communication skills), with an ability to build and maintain effective relationships with a wide range of key stakeholders (internal and external) and work collaboratively.
• Demonstrated ability and experience to expertly apply research methodologies and quantitative/qualitative data analysis.
• Proficient computer skills with a demonstrated ability in word processing, PowerPoint and other office software, as required.
• Passion for mental health, youth or social impact

5.2 Desirable
• Experience working in or domain knowledge of mental health research, particularly youth mental health and/or the delivery of digital interventions
• Demonstrated experience and expertise in health service evaluation and/or novel evaluation frameworks in digital products (e.g., AB testing)
• Demonstrated experience preparing ethics submissions and liaising with external ethics committees.
• Demonstrated ability and relevant experience to support the production of high-quality research outputs such as peer reviewed journal articles and conference presentations.
• Understanding or experience in research software (e.g. REDCap). Statistical and experimental design methodologies and packages (e.g. SPSS/R/SAS)
6. SPECIAL REQUIREMENTS

- Unrestricted right to live and work in Australia.
- A current National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.
- A current Victorian driver’s licence (if relevant to role).
- You may be required to work across more than one of Orygen’s sites, which are currently located within the north and west of Melbourne.
- In line with Government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required.
- Occasional out of hours work may be required.

7. ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

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