

POSITION DESCRIPTION

POSITION TITLE:	Indigenous Training Lead
POSITION NUMBER:	5643
DIVISION / SECTION:	Wellbeing and Preventable Chronic Disease
SUPERVISOR:	Senior Research Fellow 5328
CLASSIFICATION LEVEL:	PAT 7
SALARY RANGE:	\$99,341 - \$107,806 per annum, pro rata
STATUS (FTE):	0.8
LOCATION:	Darwin, Northern Territory
DIRECT REPORTS:	NIL
INDIRECT REPORTS:	NIL
SPECIAL PROVISIONS:	<ol style="list-style-type: none"> 1. Willingness to travel interstate or to remote communities (by light aircraft or 4WD) Frequency and timings to be agreed. 2. Ability to obtain and maintain a current Working with Children Check (OCHRE card) and NT driver's licence.

ABOUT MENZIES:

Menzies is a national leader in research and education that improves health outcomes for Aboriginal and Torres Strait Islander people and populations across our region. As a leader in global and tropical research into life-threatening illnesses, Menzies continues to translate its research into effective partnerships and programs in communities across Australia and the Asia-Pacific region.

SUMMARY OF POSITION:

The Indigenous Training Lead in the Mental Health Research theme will play a leading role in National training and awareness raising activities for the Stay Strong program and the eMental Health in Practice Support Service including engagement and consultation with services, delivery of training and conduct of research and evaluation. The Stay Strong projects aim to develop, promote, implement and evaluate mental health resources (including digital mental health resources such as the Stay Strong, Weathering Well and AIMhi-Y apps and digital care plans). They aim to improve mental health and wellbeing for Indigenous adults and young people as well as rural and disadvantaged populations more broadly.

The Stay Strong program codesigns brief, opportunistic, understandable resources, which use metaphors, images, videos, and audio to relay important messages. We promote a holistic approach to mental health treatment which includes yarning about country, family, language, elders, healers, and community. Funded by the Commonwealth Government, as partners in the eMental Health in Practice support service, we provide training and support to primary care service providers in the use of digital mental health tools. The Stay Strong team is a multidisciplinary cross-cultural team with both local and national partners. We work together to build capacity in research and service provision.

Located in Darwin, the Indigenous Training Lead will provide clinical and training expertise in the development and delivery of training and include mentoring Indigenous and non-Indigenous researchers or trainers, delivering training activities and conducting ongoing promotion and dissemination activities, including maintaining partnerships with collaborating organisations, and with stakeholders within the community, ensuring activities adhere to the relevant safety, quality, ethical and professional standards. The role involves travel in the NT and interstate.

PRIMARY RESPONSIBILITIES:

The following responsibilities are not exhaustive and may include others as directed by the Supervisor:

1. Manage training activities nationally for the Stay Strong program and eMental Health in Practice project including engagement and consultation with services, awareness raising and promotion, delivery of training and conduct of research and evaluation.
2. Provide advocacy and support in fostering links with partners and stakeholders to promote the implementation and evaluation of the Stay Strong approach, digital mental health and related resources including Wellmob and Head to Health.
3. Provide clinical knowledge and expertise to support effective, relevant, and high-quality training, implementation activities, resource development and evaluation within the Mental Health research theme.
4. Mentorship of team members especially Indigenous colleagues and provide guidance to team members as and when required including cultural and clinical input or training advice and recommendations.
5. Engage with Research Administration, Finance, Legal, Human Resources and other corporate service divisions and Menzies research divisions as well as external project stakeholders and research partners as needed to support the Stay Strong team objectives.
6. Conduct duties in accordance with Australian Code for the Responsible Conduct of Research, and National Statement on Ethical Conduct in Human Research.
7. Understanding and awareness of relevant Workplace Health and Safety as well as Equal Opportunity principles and legislation, along with a commitment to maintaining a healthy and safe workplace for all Menzies staff, students, volunteers and visitors.
8. Carry out any other tasks as reasonably required by the Supervisor, Business Manager and/or Menzies Director.

SELECTION CRITERIA:

Essential:

1. Tertiary qualification in a relevant health related field with previous experience in a clinical mental health setting.
2. Demonstrated engagement and workforce training skills, with ability to draw on clinical and cultural knowledge to facilitate learning outcomes.
3. Strong track record of delivering high quality training workshops with demonstrated understanding of trauma informed principles and workshop evaluation activities.
4. Exceptional written and verbal communication skills and proven ability to develop relationships, work collaboratively and facilitate workshops with a wide variety of stakeholders from varied backgrounds.
5. Demonstrated experience working extensively with Aboriginal and Torres Strait Islander communities and organisations.
6. Demonstrated understanding of decolonising research methodologies to collect, analyse and present data in relation to the training, including data collection through use of surveys and/or interviews and ability to maintain the confidentiality of data and personal information.

7. Ability and willingness to travel interstate.
8. Demonstrated ability to use the suite Microsoft Office tools and basic understanding of smartphone and tablet use.
9. Demonstrated initiative, problem solving, strong work ethic, sound judgment, attention to detail and ability to discern sensitive issues and work independently under broad direction and as part of a team.
10. Demonstrated understanding of research and evaluation principles and ability to understand and adhere to the Australian Code for the Responsible Conduct of Research, and National Statement on Ethical Conduct in Human Research, including an understanding of data collection methodologies.
11. Demonstrated ability to provide guidance, support and mentoring to junior colleagues.

Desirable:

1. Post-graduate qualification in health or training related field
2. Familiarity with travel and finance management and systems.

SPECIAL CONSIDERATIONS:

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the [Racial Discrimination Act 1975](#) and section 57 of the [Anti-Discrimination Act 1992](#) (NT). This position therefore only be open to Aboriginal and Torres Strait Islander applicants.

APPROVED BY: Menzies Human Resources
DATE: 14 March 2025

PAT 7		
PACKAGE COMPONENT	Minimum Value PAT 7/1 (\$)	Maximum Value PAT 7/4 (\$)
Gross Salary (position advertised as Professional Administrative and Technical Staff Level 7)	99,341	107,806
Superannuation (14% superannuation contribution depends on employee contributing 3% of pre-tax salary)	13,908	15,093
Salary Packaging Grossed Up (Based on utilising the full \$15,900 salary packaging component plus the \$2,650 Meal Entertainment Card.)	8,469	8,469
Leave Loading (Payable on the last pay before Christmas (first year will be a pro rata payment))	1,724	1,724
Total Salary Package	123,442	133,092