
DIRECTOR, ORYGEN GLOBAL

SEPTEMBER 2026



POSITION SUMMARY

Location:	Parkville, Melbourne, Australia (Hybrid working)		
Functional area:	Knowledge Translation		
Classification/ Salary:	\$210,000 + 12% super + access to \$15,900 NFP salary packaging + \$2,600 meals & entertainment card		
Job level:	6		
Reports to:	Deputy Chief, Knowledge Translation		
Employment type:	Full time or part-time (0.8FTE min)		
Employment length:	Permanent, subject to funding		
Direct reports	4	Indirect reports	2

POSITION PURPOSE STATEMENT

The Director of Orygen Global provides visionary and impactful leadership for Orygen's global mental health strategy and serves as the strategic and operational lead for the World Health Organization Collaborating Centre for Young People's Mental Health.

The role is responsible for advancing global youth mental health through international partnerships, policy influence, knowledge translation, capacity building, implementation science, and the dissemination of evidence-based models of care. The Director will strengthen Orygen's position as a global leader in youth mental health, ensuring that research, innovation and service reform contribute to improved outcomes for young people worldwide.

Working closely with governments, multilateral organisations, academic institutions, philanthropic partners, and youth-led organisations, the Director will champion evidence-informed approaches to youth mental health and support the development and scaling of high-quality mental health systems internationally.

About Orygen's Global Program

Orygen Global has a core team of approximately 15 staff based in Australia and internationally, with a mix of directly employed and subcontracted staff. As the international arm of Orygen, the team is dedicated to improving youth mental health worldwide by translating research into practice, supporting evidence-based policy, and strengthening mental health supports and services for young

REVOLUTION IN MIND

people. The team works with governments, healthcare providers, researchers, and community organisations to build capacity, share expertise, and implement innovative approaches that improve prevention, mental health promotion and help-seeking, early intervention, and treatment for young people experiencing mental ill-health.

POSITION FOCUS

	Key responsibility area	Percentage
1	Strategic Leadership	20%
2	Organisational Leadership and Management	40%
3	Global Partnerships and Resource Development	40%

POSITION KEY RESPONSIBILITY AREAS

1. Strategic Leadership

Strategy and positioning

- In consultation with the Orygen Executive, implement a strategic plan for Orygen Global and the WHO Collaborating Centre for Young People's Mental Health.
- Position Orygen as the leading global authority on youth mental health policy, service reform, research translation and implementation.
- Identify emerging global opportunities and priorities in youth mental health and guide organisational responses.
- Foster innovation and continuous improvement across all of Orygen's global activities.

WHO Collaborating Centre

- In collaboration with the Scientific Director of the WHO Collaborating Centre, contribute expert advice to WHO initiatives, technical guidance, policy development and capacity-building activities and represent the Centre in international forums and expert advisory groups.
- Provide oversight of activities undertaken as a WHO Collaborating Centre, to ensure delivery of agreed WHO work plans, outputs and reporting requirements.
- Build and maintain productive relationships with WHO headquarters, regional offices and country offices.

Organisational Leadership and Management

- Lead and develop a high-performing multidisciplinary team, working across local and international locations.
- Oversee operational planning, resource allocation and staff performance development and management.
- Ensure effective governance, risk management and compliance with organisational, WHO requirements and global funding partners.
- Foster an inclusive, collaborative and values-driven culture.
- Contribute to and work collaboratively with Orygen's senior leadership team. Identifying synergistic opportunities to showcase Orygen global activities, alongside Orygen's other portfolio's.
- Collaborate with Orygen's fundraising function, identifying potential opportunities and donors across the whole of Orygen.

2. Global Partnerships and Development

Program Growth and Development

- In collaboration with Orygen leadership and adhering to organisation-wide processes identify and secure funding opportunities (from government, philanthropic, competitive grants, multilateral and commercial sources) for sustainable program growth, including diversification of revenue streams.

- Lead the development of strategic proposals, partnerships and international projects.
- Ensure responsible stewardship of financial and organisational resources.

Global Partnerships and Engagement

- Establish and maintain strategic partnerships with governments, international agencies, research institutions, service providers, philanthropic organisations and youth-led networks.
- Lead high-level stakeholder engagement and diplomacy across diverse international settings.
- Promote meaningful youth participation and co-design in all global initiatives.
- Strengthen Orygen's global network and collaborative platforms.

Policy and Advocacy

- In collaboration with Orygen leadership, provide thought leadership on youth mental health policy at an international level.
- Contribute to global policy agendas and strategic frameworks related to mental health, youth development and health system strengthening.
- Advocate for investment in youth mental health and early intervention approaches.

Representation and Communication

- In collaboration with other senior leaders, act as an international spokesperson for Orygen and the WHO Collaborating Centre.
- Represent Orygen at conferences, policy forums, expert committees and stakeholder meetings.
- Promote the dissemination of Orygen's work through publications, presentations and media engagement.
- Provide oversight for Orygen's International Visitor program and associated international delegations who wish to undertake a visit to Orygen.
- Build Orygen's international profile and influence.

EDUCATION / QUALIFICATIONS

Essential	• Related tertiary qualification in public health, mental health, social sciences or a similarly related field
Desirable	• A Postgraduate qualification in public health or similar

EXPERIENCE / SKILLS

Experience / skills	Essential • Internationally recognised leader in youth mental health, mental health policy, public health, psychology, social work, implementation science or a related field. • A strong track record of leading large-scale national or international programs and partnerships. • Experience working with UN agencies (e.g. UNICEF, WHO) and in international development contexts. • Proven ability to secure and manage substantial funding and strategic partnerships, including with international funders and donors. • Extensive experience working with governments, multilateral agencies and international organisations at a senior level. • Knowledge of, or experience in, low- and middle-income settings and how youth mental health programs can be supported there. • Strong understanding of global mental health systems, policy development and service reform. • Outstanding leadership, communication, negotiation and stakeholder-engagement skills.
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	• Strong organisational and time-management skills, with the ability to prioritise competing demands, work well under pressure and meet deadlines. • Demonstrated commitment to youth participation, equity and culturally responsive practice. • Experience leading and supporting geographically dispersed teams — including employees and contractors — across multiple locations and time zones. • Capacity and willingness to undertake regular international travel and to work flexibly outside standard hours to accommodate international time zones. Desirable • Deep knowledge of international youth mental health service models and the health and community service systems in which they operate, across low-, middle- and high-resource settings. • Proven ability to build and mobilise a diverse international network of stakeholders and collaborators around shared goals. • Experience translating research evidence into policy and practice. • Experience managing donor and grant reporting, compliance and acquittal requirements for international funders. • Adaptability and resilience in adapting to a changing environment, both locally and globally. • Familiarity with the standards, policies, strategies and frameworks that apply to youth mental health globally. • Experience working directly with the World Health Organization or WHO Collaborating Centres. • Experience implementing and scaling up youth mental health services across low-, middle- and high-income settings. • Experience serving on international advisory committees, expert groups or governance boards.
Personal attributes	• Visionary and strategic leader with the ability to shape and advance a global agenda for youth mental health. • Highly collaborative, with the ability to build trusted relationships across governments, international organisations, academia, philanthropy, and the lived experience sector. • Influential communicator and advocate, able to represent Orygen with credibility at senior national and international levels. • Strong diplomatic and cross-cultural skills, with demonstrated effectiveness working across diverse cultural, political, and health system contexts. • Values-driven, demonstrating integrity, accountability, and a strong commitment to equity, inclusion, and the rights of young people. • Resilient and adaptable, able to navigate complexity, ambiguity, and competing priorities in a dynamic international environment. • Strong systems thinker with the ability to balance strategic vision with operational delivery and organisational sustainability. • Committed to meaningful engagement with young people and people with lived and living experience, ensuring their perspectives inform strategy, research, and service development. • Skilled in negotiation and consensus building, with the ability to align diverse stakeholders around shared goals and achieve collective impact.

KEY RELATIONSHIPS

Internal	• Orygen Executive Leadership Team (ELT) • Scientific Director, Orygen Global and WHO Collaborating Centre (WHO CC co-lead) • Chief and Deputy Chief, Research and Knowledge Translation • Relevant Directors across Orygen, including Policy and Engagement • Corporate and enabling functions, including Finance, People and IT
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External	• WHO Geneva Office • WHO WPRO Region (Manila) • UNICEF • United for Global Mental Health (UGMH) • Grand Challenges Canada • Fondation Botnar • Science for Africa • ICONIQ Impact • Headspace Denmark • Lifeline International • CBM Global • World Bank • OECD • Australian Department of Foreign Affairs and Trade – ASEAN Branch and Global Health Division • Australian Department of Health, Disability and Ageing – International Strategies Branch
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SPECIAL REQUIREMENTS

- Unrestricted right to live and work in Australia.
- A National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a Working with Children Check.
- 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.
- Orygen Global team roles regularly require out-of-hours, evening and/or weekend work (at least weekly) accommodated within flexible working arrangements.
- Significant international engagement will be required, along with international travel (approx. 4 to 8 trips per annum).

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.

In addition, employees are expected to:

- Promote and demonstrate Orygen's high standards in relation to workplace health, safety and wellbeing, championing a culture of safety in the workplace.
- Take responsibility for their own safety, health and wellbeing and for their colleagues and others they work alongside, as far as they are able.
- Follow policies, training and guidelines related to workplace health, safety and wellbeing, including reporting of unsafe work practices, incidents, hazards and near-miss events.
- Be committed to promoting and protecting the safety and well-being of all children and young people and embedding safeguarding practices into all our programs and services.
- You may encounter sensitive information related to mental health as part of your work. Being aware of this and how it could affect you, and planning accordingly, is essential.

ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	
Signature	[insert signature]

Date	[insert date]
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