
LEARNING & TRAINING DEVELOPERS

JUNE 2022



Location:	Melbourne or remote/WFH available
Division:	Strategy and Policy
Classification and salary expectation:	\$90,000 p.a. pro-rata
Employment type:	0.6 EFT opportunity for 12 months
Position reports to:	National Manager, Youth Individual Placement and Support Centre of Excellence

1. POSITION SUMMARY

The Learning and Training Developer/s will be responsible for the development of training and assessment materials for a workforce development project supporting Individual Placement and Support (IPS) workers across Australia.

Individual Placement and Support (IPS) involves the co-location of vocational specialists with mental health treatment teams who work collaboratively to support young people with mental ill-health into work and study. IPS is the most evidence-based and effective supported employment and education program used in mental health services worldwide.

Under direction of the project manager, the role holder/s will design and develop high quality training material including online modules, video content and face-to-face and blended training and assessment resources informed by a competency framework developed in consultation with key stakeholders. You will work closely with knowledge translation and learning design teams to ensure training material aligns with Orygen's learning management system (LMS) and design guidelines.

These roles require high-level written communication skills, experience developing learning and training material and a strong understanding of either the IPS model, employment services or career support programs available to jobseekers in Australia.

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 Special Services, a tertiary clinical service that is operated by North West Mental Health, co-located with us at Parkville and Sunshine and whilst not under the governance of Orygen, 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.

3. ABOUT ORYGEN

VISION	Young people to enjoy optimal mental health as they grow into adulthood.
MISSION	Reduce the impact of mental ill-health on young people, their families and society.
VALUES	Respect, accountability, teamwork, excellence & innovation.
COMMITMENTS	First Nations people of Australia, young people and their families, LGBTIQA+ people & culturally and linguistically diverse people.

4. KEY RESPONSIBILITIES/OUTCOMES

The Learning & Training Developer will:

- Design and develop a variety of training resources including online modules, video content and face-to-face learning and assessment resources
- Ensure training and assessment resources align with the competency framework
- Develop training content reflecting the skill level and experience of a variety of learners
- Develop content for various delivery platforms including Moodle, webinars and in-person
- Collaborate with IPS experts, clinicians and design in the development of resources
- Work collaboratively with key internal and external stakeholders to meet deliverables
- Contribute to continuous improvement to training practices, procedures and tools
- Participate in staff meetings, planning forums and professional development opportunities
- Any other duties as reasonably requested.

5. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

5.1 Essential

- Bachelor's degree in a relevant field or equivalent experience and training
- Previous experience in design and development of training and assessment resources
- Knowledge of the employment services sector and other state and federal employment initiatives
- Understanding of the mental health system and other supports available to young people
- Ability to recognise issues in project delivery and effectively escalate where appropriate.
- Exceptional verbal and written communication skills, and interpersonal skills
- Demonstrated ability to work flexibly within tight timelines

5.2 Desirable

- An understanding of the Individual Placement and Support model.
- Experience working with Learning Management Systems (LMS)
- Certificate IV in Training and Assessment
- Additional qualifications in Career Development (e.g. Graduate Certificate in Career Development)

6. SPECIAL REQUIREMENTS

- Unrestricted right to live and work in Australia.
- A current National Police Check
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.
- Some out of hours work may be required.
- Intra and interstate travel may be required
- This position may be based at home. As such, a reliable internet connection will be required.

7. ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name:	
Signature:	
Date:	