

POSITION DESCRIPTION (NON SMT)

Position Title	Researcher
Reference Number	RPPD414
Department	Rehabilitation and Reintegration Services
Position reports to	Research Evaluation and Quality Assurance Coordinator
Positions reporting to this role	
Work Location and Travel	<p>This position is located at Ravenhall Correctional Centre on 101-201, Riding Boundary Rd, Ravenhall, VIC 3023.</p> <p>Interstate travel may be required.</p>
Organisational Overview	<p>Our goal is to deliver better corrections, and in doing so, create safer communities.</p> <p>We measure our success in delivering ‘better corrections’ in two ways: against our objective of being Australia’s best provider of correctional services, as well as our ability to make these services better over time through innovation and continual improvement.</p> <p>We measure our success in delivering ‘safer communities’ through our ability to successfully reintegrate the prisoners we release, with corresponding reductions in their rate of reoffending.</p> <p>To reduce reoffending we apply the GEO Continuum of Care:</p> <ul style="list-style-type: none"> • We work not only in our correctional centres but continue our services out into the community to support our prisoners after release • We work not only with our prisoners but also with those critical to their rehabilitation and reintegration such as families, social networks and other service providers • We work not only during our prisoners’ sentences but also afterwards as they leave the correctional system and return fully to their communities. <p>Our five values which deliver Better Corrections, Safer Communities are that we Partner, we Lead, we Deliver, we Measure and we Respond.</p>
Operating Environment	Ravenhall Correctional Centre is located in Ravenhall, Victoria, 25 kilometres from Melbourne.

	<p>Ravenhall is a 1000 (built for 1300) bed medium security prison for adult sentenced males. Its contemporary campus-style design reflects four accommodation communities with varying profiles: 1) induction and transition, 2) youth and indigenous, 3) remand and 4) protection. Community accommodation is complimented by a further 75-bed Forensic Mental Health Unit, 25-bed Unit for prisoners with significant challenging behaviours, and a 25-bed Mission Unit designed to respond intensively and therapeutically to current community issues. In recognition of the importance of Continuum of Care, Ravenhall extends its presence into the community by providing ex-prisoners with access to post-release support at GEO’s Community Reintegration Centre.</p> <p>Through investment in opportunities for prisoners to engage in work, education and programs, prisoners are not only held safely and securely but given every chance to turn their lives around. Issues behind much of the crime in our communities – such as violent attitudes, anti-social behaviours and the abuse of drugs and alcohol – are addressed through innovative programs and interventions. At the same time helping prisoners with day-to-day challenges such as gaining and holding down employment and finding a suitable place to live also help prevent a return to crime.</p> <p>Ravenhall’s unprecedented emphasis on offender rehabilitation and reintegration is evidenced by a significantly sized team of clinicians, working in concert with a number of Victoria’s most respected organisations including Forensicare, Correct Care, YMCA, Melbourne City Mission and the Kangan Institute. Together, Ravenhall provides an integrated service system that collaboratively brings about lasting positive change in the lives of prisoners pre- and post-release. Through these partnerships the objective of Safer Victorian Communities is achieved.</p>
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<p>Position Summary</p>	<p>The Researcher will periodically undertake topical research in offender rehabilitation and reintegration, in addition to broader correctional research. Research will guide and inform the offending behaviour programs and services facilitated at Ravenhall. The position is expected to publish in peer-reviewed journals, present research at conferences and add to the academic rigor of the clinical work undertaken by GEO.</p> <p>The Researcher works to Ravenhall’s Research Agenda and collaborates with the Program Reviewer, Senior Clinicians and Universities on joint research projects and initiatives. The Researcher is also responsible for the submission of high quality grant applications in order to support ongoing and complementary research for GEO. The Researcher will report to the Research Evaluation and Quality Assurance Coordinator.</p>
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Job Profile

Key Role Accountabilities:	
<ul style="list-style-type: none"> • Ensure research and evaluation activities are undertaken in accordance with GEO’s National Research Framework and Ravenhall’s Research Agenda. • Maintain up-to-date knowledge of current best practice in offender rehabilitation, reintegration and research design methodology. • Conduct high quality research projects and evaluation activities in line with GEO’s strategic research objectives and research agenda. • Develop and maintain research partnerships with universities and other community agencies. • Submit all research and evaluation proposals to the Information Management and Evaluation Branch of Corrections Victoria and apply for approval through the Corrections Victoria Research Committee (CVRC) and the Justice Human Research Ethics Committee (JHREC) or any successor Committees as required. • Present research findings to Ravenhall’s Senior Management Team (SMT), at conferences and other relevant stakeholder forums. • Provide regular research reports to the Ravenhall SMT for inclusion in monthly and quarterly reporting to Corrections Victoria. • Work collaboratively with the Program Reviewer providing assistance and support in the evaluation of Ravenhall programs and services. 	
General Responsibilities as a GEO Non Senior Management Team Member:	
<ul style="list-style-type: none"> • Ensure GEO’s primary goal of reducing reoffending is at the core of everything you do. • Inspire and motivate others, communicating professionally and assertively, working harmoniously as part of a multi-disciplinary team. Build and maintain effective professional relationships with internal and external stakeholders. • Complete work in a timely and consistent manner and to a high quality standard in line with local and/or corporate policies, procedures and operating manuals. • Have clear understanding of day to day deliverables. • Complete all required training requirements within designated timeframes. • Maintain a satisfactory attendance record. • Understand and ensure that the integrated management system described in the Governance, Risk and Compliance Manual (GRC) and Quality, Environmental, Safety (including Food Safety) Policies is complied with; and ensure any operational, quality, environmental, workplace safety or food safety non-conformance, incident or accident is immediately reported through the appropriate channels. • Display high levels of integrity and honesty and adhere to GEO’s HR2.01 Code of Conduct and Ethical Behaviour, as well as all other applicable policies and procedures. • Invest in continuous self-development and the development of others. 	
Position requirements:	
Key Selection Criteria	<p>Essential:</p> <ul style="list-style-type: none"> • Tertiary qualifications in psychology, criminology or other related field with high-level skills in statistical analysis and research methods.

	<ul style="list-style-type: none"> • Strong research and program evaluation skills as evidenced by previous work history in a research or research assistant role. • Experience in managing complex research projects. • High-level competence and comprehension of qualitative, quantitative and mixed methods research methodologies and statistical analysis of clinical data using systems such as IBM SPSS Statistics. • High-level analytical and written communication skills including the ability to write literature reviews and journal articles, conference presentations and detailed reports. • Expert and current knowledge of the “What Works” literature in offender rehabilitation, in addition to the application of the Good Lives Model (GLM) and principles of Risk Need Responsivity (RNR) in reducing recidivism in offender populations. • Self-directed and driven to contribute to the wider research on Corrections. <p>Desirable:</p> <ul style="list-style-type: none"> • Post graduate PhD tertiary qualification. • Experience facilitating and evaluating group interventions. • A history of publications and presentations at professional forums. • Practical experience in delivering group programs, preferably in the criminal justice system.
<p>Other Requirements of the Role</p>	<ul style="list-style-type: none"> • Ability to work within a correctional setting, which will involve direct contact with prisoners. • Valid and current full Australian driver’s licence. • Satisfactory completion of a National Criminal History Check. • Ability to obtain and maintain a security clearance. • Work outside of ordinary business hours may be required on occasion.

APPROVED BY	SIGNATURE	DATE
General Manager		
Relevant Director		
Director Employee and Industrial Relations		
Managing Director		

Employee Acceptance

I acknowledge that:

- Statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.
- I have read, understood and accepted the above position description and associated attachments.

NAME	SIGNATURE	DATE

Master copy lodged with HO (SMT only)

Master copy lodged with department monitor