



Applications are invited from suitably qualified candidates for the following position:

<b>School</b>	School of Nursing, Psychotherapy & Community Health
<b>Post title</b>	Postdoctoral Researcher (Mental Health)
<b>Level on Framework</b>	Level 1
<b>Post duration</b>	3 year fixed term contract

### **Dublin City University**

Dublin City University (DCU) is a leading innovative European University. It is proud to be one of the world's leading Young Universities and is among the world's top 2% globally. DCU is known as Ireland's University of Impact, with a mission to 'transform lives and societies' and focuses on addressing global challenges in collaboration with key national and international partners and stakeholders.

DCU has over 20,000 students in five faculties spread across three academic campuses in the Glasnevin-Drumcondra area of North Dublin. Thanks to its innovative approach to teaching and learning, the University offers a 'transformative student experience' that helps to develop highly sought-after graduates. DCU is currently No. 1 in Ireland for Graduate Employment Rate, and for graduate income (CSO).

DCU is a research-intensive University and is home to a number of SFI-funded Research Centres. The University participates in a range of European and international research partnerships. DCU is also the leading Irish university in the area of technology transfer as reflected by licensing of intellectual property.

As a 'People First' institution, DCU is committed to Equality, Diversity and Inclusion - a University that helps staff and students to thrive. The University is a leader in terms of its work to increase access to education, and is placed in the world's Top 10 for reducing inequalities in the Times Higher Education Impact Rankings.

### **Background & Role**

This four-year programme of research, entitled 'Co- actionable knowledge to strengthen cultural humility in Irish mental health services', is funded by the Health Research Board and aims to co-produce an optimised model of cultural humility in mental health care, which is context responsive, implementable, and measurable. The successful individual will work under the

supervision of the Principal Investigator Dr. Rebecca Murphy. Other members of the interdisciplinary and internationally esteemed research team include Prof Dawn Edge, Dr. Pat Bracken, Dr. Jon Salsberg, Prof Kwame MacKenzie, and Dr Byron Powell.

International evidence demonstrates that ethnic minority populations disproportionately experience mental health difficulties. Despite their increased mental health needs, evidence also indicates ethnic minority populations experience inequitable access to and quality of mental health care. Once a country of mass emigration, Ireland is now experiencing an era of superdiversity. However, our mental health system remains predominantly designed and delivered for the White Irish ethnic majority. This contravenes international human rights legislation and national mental health policy which mandate equity in mental health provision and, to achieve it, the implementation of empowering, culturally responsive, and rights-based mental healthcare.

To date, efforts to mitigate the inequities experienced by ethnic minorities have focused on mental health practitioners' cultural competency. Whilst improving practitioners' knowledge and attitude in the short-term, negligible evidence exists about cultural competency's ability to induce long-term impact on practitioner behaviour, system change, and health outcomes. For these reasons, evidence indicates that it is insufficient when solely implemented and the complementary approach of cultural humility is also needed. However, there is an absence of research which fully conceptualises and operationally defines cultural humility, impeding its practical implementation and evaluation in mental health systems.

The proposed research will begin the work required to reduce this evidence-practice gap by implementing Community Based Participatory Research (CBPR) to co-produce an optimised model of cultural humility in mental healthcare, which is context responsive, implementable, and measurable.

Epistemologically informed by CBPR and theoretically grounded by implementation science, the research is organised into four distinct but complementary work packages. The four work package objectives are:

1. To conduct community based participatory research in which knowledge end users are genuine collaborators in the design, conduct, and dissemination of the research
2. To assess the implementation climate's capacity and receptivity to integrate cultural humility in mental health services.
3. To delineate and develop consensus on the essential components and quality indicators of a culturally humble model of mental health care
4. To create strategic implementation guidance in support of strengthening cultural humility in mental health

## **Principal Duties and Responsibilities**

Please see job description for full list of duties and responsibilities

### **Minimum Criteria**

- The successful individual will hold a PhD in a related health, psychology, or social science discipline
- Previous post-doctoral research experience in health sciences or social sciences
- Knowledge and experience of working in the field of ethnic minority health/mental health
- Demonstrable skillset in and experience of implementing participatory research methods with normatively excluded population groups
- Excellent research and evaluation skills, including experience in qualitative and/or quantitative methods
- Proven ability to produce research and scholarship with a portfolio of peer reviewed articles, and conference presentations etc.
- Excellent communication, interpersonal and networking skills
- Excellent organisational and administrative skills, including project management skills and a proven ability to work to agreed deadlines

### **Desirable Criteria**

- Individuals who satisfy the minimum criteria and who also identify as a member of an ethnic minority population are especially welcome to apply
- Experience in conducting systematic review and synthesis of published research evidence and/or policy documents
- Experience of working collaboratively and effectively in a multidisciplinary mental health system environment
- Experience working with and/or managing large and inter-disciplinary research consortiums

### **Research Career Framework:**

As part of this role the researcher will be required to participate in the DCU Research Career Framework. This framework is designed to provide significant professional development opportunities to researchers and offer the best opportunities in terms of a wider career path.

### **Candidates will be assessed on the following competencies:**

**Discipline knowledge and Research skills** – Demonstrates knowledge of a research discipline and the ability to conduct a specific programme of research within that discipline

**Understanding the Research Environment** – Demonstrates an awareness of the research environment (for example funding bodies) and the ability to contribute to grant applications

**Communicating Research** – Demonstrates the ability to communicate their research with their peers and the wider research community (for example presenting at conferences and publishing research in relevant journals) and the potential to teach and tutor students

**Managing & Leadership skills** - Demonstrates the potential to manage a research project including the supervision of undergraduate students

### **Essential Training**

The successful individual will be required to undertake the following essential compliance training: Orientation, Health & Safety and Data Protection (GDPR). Other training may need to be undertaken when required.

### **Salary Scale:**

IUA Postdoctoral Researcher Salary Scale –€41,209 - €48,813\*

\*Appointment will be commensurate with qualifications and experience and in line with current Government pay policy

**Closing date:** *Sunday, February 5<sup>th</sup> 2023*

*Please note that these interviews have been scheduled for 23<sup>rd</sup> Feb 2023*

**For more information on DCU and benefits, please visit [Why work at DCU?](#)**

**Informal Enquiries in relation to this role should be directed to:**

Title. Dr. Rebecca Murphy, School of Nursing, Psychotherapy & Community Health,  
Dublin City University.

Phone + 353 (0)1 7007152

Email: [becca.murphy@dcu.ie](mailto:becca.murphy@dcu.ie)

Please do not send applications to this email address, instead apply as described below.

### **Application Procedure:**

Application forms are available from the DCU Current Vacancies website at <https://www.dcu.ie/hr/vacancies-current-vacancies-external-applicants>

Applications should be submitted by e-mail with your completed application form to [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie)

**Please clearly state the role that you are applying for in your application and email subject line: Job Ref #RF1800 Postdoctoral Researcher (Mental Health)**

*Dublin City University is an equal opportunities employer. In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes. The University's Athena SWAN Bronze Award signifies the University's commitment to promoting gender equality and addressing any gender pay gaps. Information on a range of university policies aimed at creating a supportive and flexible work environment are available in the DCU Policy Starter Packs*