
HEAD OF ENGINEERING, ORYGEN DIGITAL

NOVEMBER 2024



POSITION SUMMARY

Location:	Hybrid – Melbourne based (Parkville)		
Functional area:	Orygen Digital		
Classification/ Salary:	Up to \$190,000 base + 11.5% super + access to \$15,900 NFP salary packaging		
Job level:	6		
Reports to:	Chief of Orygen Digital		
Employment type:	Full time (1.0FTE)		
Employment length:	Ongoing, subject to funding		
Direct reports	9	Indirect reports	0

POSITION PURPOSE STATEMENT

The Head of Engineering leads Orygen Digital's technological strategy and execution, overseeing innovative products such as MOST, Mello, and Extended Reality initiatives, alongside emerging AI work. This role ensures secure, scalable, and efficient technology that meets user needs while aligning with Orygen Digital's growth and impact goals. Key responsibilities include managing technical architecture, backend and frontend development, and cloud infrastructure, while fostering innovation in mental health technology.

About Orygen Digital

Orygen Digital, the fast-growing technology division of Orygen youth mental health, aims to revolutionise all youth mental health care, bringing together the best of technology, research, innovation and clinical services to support young people.

POSITION FOCUS

	Key responsibility area	Percentage
1	Strategic Leadership	30%
2	Technical Innovation and Product Development	40%
3	Team Leadership and Management	20%
4	Collaboration and External Partnerships	10%

REVOLUTION IN MIND

POSITION KEY RESPONSIBILITY AREAS

1. Strategic Leadership

- Develop and execute a unified technology strategy for MOST, Mello, and XR products, ensuring all platforms scale efficiently and meet user needs.
- Ensure alignment with Orygen Digital's goals, with a focus on secure, reliable, and flexible technical architectures.
- Collaborate with product management and design teams to prioritise features and ensure seamless user experiences.
- Champion emerging technologies, especially AI, to transform mental health support for young people.
- Ensure the ongoing delivery of technical operations in line with safety and governance requirements
- Support and enable a thriving and innovative research program in digital mental health interventions with a focus on product development and continuous evaluation
- Contribute to the development of the vision for Orygen Digital products with a focus on excellence, impact, innovation, market differentiation and growth.

2. Technical Innovation and Product Development

- Lead the architecture and development of backend and frontend systems, ensuring integration of safe, secure, scalable, and innovative technology.
- Oversee and contribute to the technical infrastructure, including:
 - i. Backend Development: Using microservices architecture, Python, Node.js, and event-driven systems.
 - ii. Frontend Development: Modern frameworks like Vue.js and responsive UI development.
 - iii. Infrastructure and Cloud: Utilising AWS services, Docker, Kubernetes, and serverless architectures like AWS Lambda.
 - iv. APIs and Integrations: Ensure robust RESTful API development and third-party integration.
 - v. Databases: Managing both relational (MySQL) and non-relational (DynamoDB, Redis) databases.
 - vi. Security: Implement and enforce strong security practices, including data encryption, authentication, and authorisation mechanisms.
- Drive the adoption of containerisation, CI/CD pipelines, and automation for efficient and secure product delivery.
- Collaborate with design and user experience teams to implement and refine UI/UX designs, ensuring a user-friendly and visually appealing product.
- Drive innovation in AI technologies including natural language processing, machine learning, predictive analytics to enhance product offerings and service delivery.

3. Team Leadership and Management

- Lead, mentor, and manage a high-performing team of engineers and technology leads across the MOST, Mello, and XR projects.
- Foster an enthusiastic, passionate and collaborative team culture that drives rapid innovation and continuous improvement.
- Oversee the planning and execution of technical projects, ensuring timely delivery and risk management.
- Promote cross-functional collaboration, ensuring cohesive product development efforts between engineering, design, and research teams.

4. Collaboration and External Partnerships

- Build and maintain strong relationships with internal stakeholders and external partners, including third-party vendors and research institutions.
- Represent Orygen Digital in technology-related forums and communications, ensuring the organisation is at the forefront of technological advances in mental health.
- Manage relationships with service providers and external tech partners to ensure delivery of secure and scalable technology infrastructure.

EDUCATION / QUALIFICATIONS

Essential	<ul style="list-style-type: none"> • Tertiary qualifications in software engineering, information technology, or a related field. • Proven experience in leading technology development in digital health or related fields.
Desirable	<ul style="list-style-type: none"> • Cloud Platform certification (AWS/GCP). • Familiarity with XR technologies and their applications in mental health.

EXPERIENCE / SKILLS

Experience / skills	<p>Essential</p> <ul style="list-style-type: none"> • Demonstrated leadership in developing and scaling, complex software solutions. • Hands-on experience in backend (Python, Node.js) and frontend (Vue.js) technologies. • Expertise in cloud infrastructure, particularly AWS, with experience in Docker, Kubernetes, and serverless architectures. • Familiarity with RESTful APIs and microservices-based development. • Strong background in implementing security, privacy, and data protection best practices. • Experience with relational databases (MySQL) and non-relational databases (DynamoDB, Redis). • Knowledge of CI/CD pipelines, automation, and testing frameworks. • Experience using data to inform decision making of technology improvements • Ability to effectively represent Orygen in external environments including presenting at events and conferences but also with funders and other partners. • Proven business and commercial acumen with strong negotiating skills. • Exemplary communication skills, both oral and written, including the ability to translate complex ideas into documents and language suitable for a variety of audiences. • Extensive experience leading, motivating and managing diverse teams. • Proven expertise in complex project and stakeholder management. • High-level emotional intelligence to develop and manage internal and external relationships. • Proven ability to prepare high quality client proposals, presentations and reports. <p>Desirable</p> <ul style="list-style-type: none"> • Experience utilising and developing AI technology • Experience in the development and execution of technology and product strategies • Experience in digital health technologies • Expertise in XR development and implementation in healthcare settings. • Experience and expertise in digital technology in research settings.
---------------------	---

Personal attributes	<ul style="list-style-type: none"> • Strong leadership and communication skills, with the ability to inspire cross-functional teams. • Ability to balance technical expertise with strategic vision. • Passionate about harnessing technology to improve mental health outcomes for young people. • Proactive and adaptive in a fast-paced, evolving environment. • World class leadership skills with an ability to foster a culture of psychological safety, collaboration, wellbeing and high performance. • A consummate leader, partner and change agent, with the gravitas to build high-trust relationships at executive level in a diverse and complex environment • Emotionally intelligent, can challenge the status quo in a respectful way to implement change and new ways of working. • Highly collaborative, will contribute to positive team and organisational culture • An ability to work under pressure and manage conflicting priorities with ease • Highly organised, demonstrates initiative and is outcome focused. • Can quickly grasp concepts, work in the detail but also the bigger picture. • Excellent verbal and written communication skills. • Ability to express complex ideas and extract critical information. • Strategic thinker and problem solver
---------------------	--

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> • Orygen Digital Engineering team • Orygen Digital Design team • Orygen Digital Content team • Orygen Digital Research & Evaluation team • Orygen Digital Leadership Team • Orygen Support Functions
External	<ul style="list-style-type: none"> • Third-party vendors.

SPECIAL REQUIREMENTS

<ul style="list-style-type: none"> • Unrestricted right to live and work in Australia. • A current National Police Check will be required. • Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check. • You may be required to work across more than one of Orygen's sites, which are currently located within the north and west of Melbourne. • 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. • Occasional out of hours, evening and/or weekend work may be required.

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

<p>Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.</p> <p>In addition, employees are expected to:</p>

- Promote and demonstrate Orygen’s high standards in relation to 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.

ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	[insert name]
Signature	[insert signature]
Date	[insert date]