



Position Details

Research Projects- CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Business Analysts – Digital Health
Job Reference	84861, 84840
Tenure	Specified Term of up to 2 years Full-time
Salary Range	AU\$102,724 to AU\$111,165 pa (pro-rata for part-time) + up to 15.4% superannuation
Location(s)	One position is open to multiple locations – Brisbane, Melbourne or Sydney and other is restricted to Melbourne
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	<ul style="list-style-type: none">• Australian/New Zealand Citizens and Australian Permanent Residents Only• Australian Temporary Residents with full work right up to 31, December 2025 (CSIRO will not support visa sponsorship for this role)
Position reports to the	Team Leader, Australian e-Health Research Centre
Client Focus – Internal	50%
Client Focus – External	50%
Number of Direct Reports	0
Enquire about this job	Contact David Hansen via email at David.Hansen@csiro.au
How to apply	Apply online at https://jobs.csiro.au/ Internal applicants please apply via Jobs Central If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220.

Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their

culture and pay our respects to their Elders past and present. [View our vision towards reconciliation](#)

Life at AEHRC and how you can be part of our mission

Over the last two decades, CSIRO's Australian e-Health Research Centre (AEHRC) mission has been to develop new digital technologies to transform health. Inspired by a team of Australia's brightest research scientists and thinkers, a collective culture and links to leading national health and tech agencies, we are determined to revolutionise the way Australia and the world do healthcare – one solution at a time. We thrive on a culture of can-do, collaboration and communication.

We are committed to continuously building a diverse, inclusive, and flexible working environment where all our people are supported to do their best work and feel empowered to let their ideas flourish. We are dedicated to Values-based leadership to inspire performance and unlock potential.

Role Overview

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

A Business Analyst will be responsible for engaging with our key stakeholders and partners and CSIRO research scientists and project staff understanding and assisting them in defining requirements for our research and development.

The Business Analyst will contribute to multiple projects undertaken within AEHRC and with partner organisations. The successful candidate will engage with subject matter expert stakeholders and project staff to help define the requirements for our research projects and software solutions. This will involve developing workflows, user stories and business requirements to assist our research staff and software developers to create solutions and ensure that the implemented solutions meet the defined functional requirements. One of the roles will be with our collaborators at Melbourne Genomics in the first instance.

Duties and Key Result Areas

- Engaging with key stakeholders and system experts to understand and document current and future processes and workflows and identifying functional requirements.
- Developing functional requirements as user stories and business requirements for the design, development and deployment of software functionality.
- Working closely with the research and engineering team to ensure requirements are understood and any solution designed is fit for purpose.
- Ensuring test cases, acceptance criteria and relevant functional specifications are defined as part of the solution to meet requirements.
- Tracking of requirements through to acceptance of delivery.

- Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO's scientific objectives.
- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
- Other duties as directed.

Selection Criteria

Essential

Under CSIRO policy only those who meet all essential criteria can be appointed.

- Relevant university level tertiary qualifications and work experience in a relevant field, such as digital health or health informatics.
- A minimum of 3 years of demonstrated experience as a Business Analysts, preferably in healthcare or related field
- Demonstrated experience in the understanding and defining of process workflows, system behaviours, and functional requirements, particularly in a health setting.
- Proven experience in stakeholder engagement including the ability to plan and facilitate workshops.
- Demonstrated experience working with a software development team.
- Excellent requirement gathering, analysis and documentation skills and the ability to write concise and easy to understand User Stories.

Desirable

- Health informatics qualification or accreditation Certification of Health Informatics Australia (CHIA)
- Prior experience in developing digital health applications and standards.
- Experience in Genomics would be particularly valuable for our collaboration with Melbourne Genomics.

Required Competencies

- **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team as well as industry colleagues.
- **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
- **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.

- **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
- **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
- **Adaptability:** Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

- The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

About CSIRO

We solve the greatest challenges through innovative science and technology. To find out more visit us [online!](#)

CSIRO is a values-based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

- People First
- Further Together
- Making it Real
- Trusted

Find out more about CSIRO [Health and Biosecurity](#)