# Position Details

## Research Projects- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Software Engineer – Health Informatics |
| Job Reference | 87246 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$121k - AU$142k per annum (pro-rata for part-time)plus up to 15.4% superannuation |
| Location(s) | Herston, Brisbane QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates  |
| Position reports to the | Team Leader |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | michael.lawley@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 areas 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](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### 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. At senior levels, Research Projects staff may be involved in providing consulting services, science and technology management and/or industry liaison.

The Australian e-Health Research Centre (AEHRC - <http://aehrc.com/>) is a world-class centre undertaking research and development across health and biomedical informatics and health services. We are seeking to appoint a highly motivated individual within our Health Informatics group.

The successful candidate will contribute to multiple projects undertaken within AEHRC and with partner organisations. These projects will include the development of new platforms and applications for data interoperability in healthcare – including tooling to support the development and maintenance of clinical terminologies such as SNOMED CT and AMT, information modelling and data analytics with FHIR and OMOP.

This is a great opportunity for the successful candidate to work with innovative researchers in a leading government organisation that is engaged in world-class scientific research projects and offers excellent career development and professional support. CSIRO is strongly committed to Diversity and offers Flexible Working Arrangements. The successful candidate will have a unique opportunity to translate their research into practice with an impact on both Australian and international e-Health programmes.

### Duties and Key Result Areas

* Work with clients and CSIRO researchers and software engineers to lead projects in developing software and solutions to deliver high-impact solutions, initially within the area of clinical terminology authoring and maintenance.
* Develop and maintain high-quality software in accordance with industry best practices and organisational guidelines.
* Contribute to the management and administration of operational business systems, web sites and associated infrastructure.
* Communication of project outcomes through support documentation, demonstrations, and presentations.
* Help build CSIRO’s research and engineering reputation for integrated and multi-disciplinary science related to health data semantics.
* Be responsible for activities such as developing and delivering novel technologies, developing and implementing project plans, analysing, validating and reporting results within the constraints of various project plans.
* Address ill-defined problems and make critical choices between options that require knowledge of the most recent technological developments or novel methodologies.
* Maintain an awareness of trends in research, technology and cross-functional technological/scientific innovations to target opportunities for the uptake of research or technology.
* May lead or coordinate CSIRO’s contribution to collaborative projects involving other organisations.
* Ensure that client or end-user needs are met and typically have a leading role in the effective transfer of new technology to the industry/community.
* Be accountable for the quality of the results delivered, and the alignment of the project activities with the business, research and/or technology directions.
* Play a key advisory role in decisions concerning scientific and/or technological direction.
* Maintain a sound understanding of the client’s business or a market opportunity, negotiate work requirements with clients or project teams and ensure that client and project team needs are met.
* Act as a trusted advisor and demonstrate creativity to determine and anticipate client or project needs.
* Identify and adapt quickly to changes in client or project needs and changes in the external environment.
* Represent the organisation in external scientific or technological forums as required and may establish and lead such forums.
* Communicate openly, effectively, and respectfully with all staff, clients, and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* 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 Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Tertiary qualifications and or work experience in a relevant discipline such as Computer Science, Software Engineering, or equivalent field.
2. Demonstrated experience or familiarity with health informatics, especially in the use of clinical terminologies or other ontology engineering.
3. Experience with the development and delivery of Java-based web services, such as the Spring Boot framework.
4. Experience with using public cloud infrastructure and containerised deployment through, for example, Kubernetes
5. Experience in working with key stakeholders in understanding and developing requirements and communicating potential solutions.
6. Experience working within a team participating in an agile software development process.
7. Ability to work as part of a team as well as demonstrable evidence of self-organisation, including the ability to meet demanding deadlines and respond creatively and rapidly to new requirements.

## **Desirable**

1. Strong data modelling skills.
2. Experience developing web user interface frameworks.

## **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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals / ideas.
* **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:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

Special Requirements

Appointment to this role may be subject to conditions including the 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 Clearance or equivalent. Please note that individuals 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. Visit [CSIRO Online](http://www.csiro.au/) and the [Australian e-Health Research Centre](https://aehrc.csiro.au/) for more information.

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

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