# Position Details

## Research Projects- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | FHIR Standards Developer |
| Job Reference | 99054 |
| Tenure | Specified Term until 30 June 2026  Full-time |
| Salary Range | AU$131k - AU$153k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane QLD (preferred), Sydney NSW, Canberra ACT, Melbourne VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents only |
| Position reports to the | Team Leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Liam Barnes via email at Liam.Barnes@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](mailto: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).

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

### Role Overview

The Australian e-Health Research Centre (AEHRC) is CSIRO’s national digital health research program. We’re championing the digital delivery of healthcare enabled by ​world-leading digital research and innovation​, industry partnerships, community connections​, and national trust. We’re a dedicated and committed team, passionate about transforming the health of Australians. You’ll find some of our health and biomedical informatics research:

* Delivered through virtual care to monitor health remotely;
* Informing evidence-based digital health solutions; or
* Transforming the efficiency of hospital and health systems – nationally and internationally.

With over 100 scientists and engineers across Brisbane, Sydney, Melbourne, Canberra and Perth, the AEHRC is Australia’s largest digital health research program.

The FHIR Standards Developer will join the Smart Health Checks team in the Australian e-Health Research Centre (AEHRC). The position will involve working closely with the AEHRC team, along with other collaborators and stakeholders in the creation, development, management and support of open data exchange standards and capabilities to meet the current and future needs for Australia’s health system.

The successful candidate will create, standardise and maintain FHIR standards, to facilitate the safe and accurate exchange of digital health information across the health sector. Working as part of the Smart Health Checks team, this role’s primary focus is the development of material that will contribute to the delivery of effective software and standards to drive improved data quality, use and uptake of First Nations peoples health checks.

This role will also support other HL7 AU standards, data standards, clinical terminology, and project tasks as needed. The role will contribute to the Australian FHIR Community Process, support piloting and implementation of standards, as well as generating and contributing ideas for further research.

### Duties and Key Result Areas

* Apply understanding of FHIR, interoperability, systems integration, Australian healthcare and healthcare systems, and open-source standards to develop open data exchange standards for Australia.
* Translate requirements from different stakeholders into data exchange standards, maintaining alignment with national efforts while addressing the agreed needs of stakeholders.
* Technically produce and maintain FHIR resources including definition of questionnaires, extensions and profiles as needed.
* Technically produce, publish, release, and maintain FHIR implementation guides.
* Technically produce FHIR terminology code systems, value sets, and concept maps.
* Undertake mapping between data sets and data exchange standards.
* Develop and maintain support documentation and guidance including examples to clearly communicate complex technical material to our collaborators and customers.
* Understand and participate in national and international discussions regarding direction of digital health standards development and implementation.
* Participate in industry and standards committees as required and nominated.
* Utilise project and document management tools/software as required to ensure timely and effective delivery of projects.
* 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 and objectives.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Relevant bachelor’s degree or equivalent relevant work experience in IT.
2. Demonstrated experience with the design and development of FHIR resources and FHIR implementation guides.
3. Detailed understanding of FHIR profiling principles, artefacts, their use cases, and good design practices.
4. Strong computer science fundamentals, including knowledge of logical modelling and ontologies.
5. Knowledge and understanding of the healthcare IT domain, particularly in systems interoperability and integration.
6. Experience implementing and contributing to technical standards and specifications.
7. Experience working as an effective communicator at the intersection of business and technical concerns.
8. Ability to work independently and efficiently to meet deadlines as well as working cooperatively with others in a high functioning team to meet team objectives.
9. Demonstrated experience building and maintaining strong professional and collaborative working relationships.

## **Desirable**

1. Experience in contributing to HL7 International, HL7 Australia, or other HL7 affiliate FHIR implementation guides.
2. Experience with HL7 International or affiliate FHIR Community Process.
3. Familiarity with terminology and other standards used in the Australian health industry e.g., SNOMED CT, LOINC, ICD-10, OAuth, OpenID Connect.
4. Experience working with agile software development practices.

## **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 is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* The successful candidate will undertake a pre-employment background check. 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 [AEHRC website](file://Users/loi011/Downloads/aehrc.csiro.au) for more information.

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