# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Health Statistician |
| Job Reference | 74325 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$100,710 to AU$108,985 pa (pro-rata for part-time) + 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 | * Australian/New Zealand Citizens and Australian Permanent Residents * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible candidates) |
| Position reports to the | Team Leader – Health Intelligence |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr Sankalp Khanna  Email: Sankalp.Khanna@csiro.au  Phone: 07 3253 3629 |
| 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. |

### Role Overview

The role of Research Scientist Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. You will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

The Health Statistician will join the Health Systems Analytics group within the CSIRO Health and Biosecurity Business Unit. The position will solve varied and challenging real world scientific problems through the development and application of statistical modelling. The role will contribute to developing and applying statistical methodology to solve problems in the health domain. The position will contribute to theories, statistical tools and techniques for health data analytics projects to drive evidence-based healthcare.

The Health System Analytics group is part of the Australian eHealth Research Centre (AEHRC), CSIRO’s Digital Health Research program and conducts high impact research in the domains of Health Intelligence and Health Implementation Science. The position will join a growing team contributing towards significant research goals and delivering impact on national and international health policy aligned with the AEHRC Health Systems Analytics group’s strategies.

### Duties and Key Result Areas

* Under the supervision of more senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Propose, develop, apply and employ innovative theories, statistical tools and techniques for health data analytics projects in predictive modelling, clinical decision support, improving and informing productivity, safety and quality, and driving evidence-based healthcare.
* Develop methodology and/or adapt existing methods in novel and creative ways to meet the group's research objectives.
* Utilise various analytic and statistical methodologies to evaluate, select, interpret and validate data.
* Record study results and interpret the findings in terms of their scientific significance.
* Produce high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Work collaboratively and honestly with internal and external colleagues, clients and partners to develop and progress challenging but realistic research plans for a range of research projects.
* Support and lead research projects and related activity including the negotiation of resource requirements.
* Maintain confidentiality when working with commercially sensitive or personal information.
* 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 Making Safety Personal goals.
* Other duties as directed.

## **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 teams 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:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate responses 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 change.

## **Selection Criteria**

#### Essential

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

1. A PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as statistics or applied mathematics coupled with relevant postdoctoral or industrial experience.
2. Demonstrated ability in solving real world scientific problems in the health domain.
3. Demonstrated proficiency with programming languages/packages, such as R and Python, including the ability to programme new analyses, clean and structure data, and develop and validate appropriate models.
4. High level written and oral communication skills with the ability to represent the research team effectively internally and externally, including the presentation of research outcomes at national and international conferences.
5. **The ability to work effectively as a member of a multi-disciplinary, geographically dispersed research team, and carry out independent individual research, to achieve organisational goals.**
6. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and statistical solutions to scientific research problems.
7. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.

## **Desirable**

1. Previous experience working with clinical data.
2. Experience in the use and application of generalised linear models, ensemble methods and various exploratory data analysis approaches.
3. Experience with developing and applying machine learning, optimisation or simulation models.
4. Experience in developing or contributing to successfully funded research proposals.

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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

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

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF) and the [Australian e-Health Research Centre](https://aehrc.com/)