# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Health Implementation Scientist |
| Job Reference | 77321 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$117k to AU$138k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane (Herston) QLD, Melbourne (Parkville) VIC, Sydney (Westmead) NSW |
| 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 Implementation Science |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Norm Good via email at norm.good@csiro.au or phone +61 7 3253 3640 |
| 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 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](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### 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 unparalleled demands of COVID-19 have been a catalyst for increased focus on digitisation and innovation in health. CSIRO, via the AEHRC, is leading a national agenda focused on innovation to foster continued transformation and sustainable healthcare delivery practices. We're hiring a number of talented researchers, engineers and leaders to contribute to this significant initiative.

The role of Research Scientist Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Senior Research Scientist – Health Implementation will join the Health Implementation Science team, contributing to a number of research activities, including CSIRO‘s Digital Transformation of Health agenda.

The position will engage in scientific activity from fundamental research to the investigation of specific industry or community challenges. The role will build a portfolio of work relating to innovations in mixed-methods applications as applied to digital health services research questions with the CSIRO's national Health Implementation Science team. The role will develop novel approaches to evaluate and facilitate the implementation of technology embedded models of virtual care at scale, with an initial focus on community care and chronic disease management in Australia.

The Research Scientist will build and maintain industry, government and health sector networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches to deliver upon CSIRO’s healthcare transformation agenda.

### Duties and Key Result Areas

* Incorporate innovative approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and to further implementation science research.
* Develop new and apply existing concepts, theories, tools and techniques in the area of implementation and evaluation research specifically in the virtual care settings. These include but are not limited to; program logic, determinant frameworks, complexity theory, implementation strategies and evaluation frameworks.
* Contribute to and deliver projects conducted by the Health Implementation Science Team promoting the uptake of evidence-based solutions into routine care practice.
* Obtain ethical and legislative approval for use of health data.
* Publish scientific results in leading clinical and technical journals and for conference presentations
* Work with health service policy makers and health clinicians to ascertain user requirements and needs analysis for new or existing initiatives.
* Act as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.
* Anticipate industry and/or community needs and market direction through client liaison/networking and identify and adapt quickly to changes.
* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agree timeframes and budget.
* Maintain confidentiality when working with commercially sensitive or personal information.
* Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* 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:** 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, goal and priorities.

## **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 health services research, public health, implementation science, digital health science or quantitative psychology.
2. Proven industry/research experience supporting health and research programs with experience in implementation science research.
3. A track record in the application of mixed-methods approaches to analyse healthcare (or similar) data and coherently integrate the outcomes.
4. Experience in developing collaborative research proposals for internal and/or external funding programs such as hospital/university internal funding programs, government RFQs/RFTs, MRFF, NHMRC or CRCs.
5. Demonstrated ability to develop and maintain stakeholder relationships, together with strong written and oral communication skills and the ability to publish results and present to a range of audiences.
6. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and 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.
8. Demonstrated ability to work within a multidisciplinary and diverse research team, and the motivation and discipline to carry out independent research to achieve organisational goals.

## **Desirable**

1. High level of understanding of the health system and health policy in general.
2. Experience in implementing and/or evaluating virtual models of care.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police

* 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/

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

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 [AEHRC](https://aehrc.csiro.au/)