# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Biostatistician |
| Job Reference | 79366 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$102k to AU$111k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane (Herston) QLD or Melbourne (Parkville) preferred; other locations by negotiation |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents Only
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| Position reports to the | Biostatistics Team Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr James Doecke via email at james.doecke@csiro.au or phone +61 7 3253 3697 or Dr Michael Vacher via email at Michael.vacher@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](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 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. Within CSIRO we have a strong focus on providing career development opportunities for all staff, such as both training and development in leadership roles and mentoring/supervision of students and staff.

The Biostatistician role will be part of the Biostatistics team within the AEHRC Centre in CSIRO Health and Biosecurity Business Unit. The focus of this role is three-fold: 1) to aid in the identification of biomarkers to predict cognitive decline, 2) to support world leading researchers with their projects that link lifestyle to Alzheimer’s disease risk, and 3) to aid in the identification of bloodbased biomarkers to predict Alzheimer’s disease pathology. The Biostatistician will work with leading Alzheimer’s disease researchers both across Australia and internationally.

The position will work collaborators from the Australian Imaging, Biomarkers and Lifestyle (AIBL) study of ageing. Using data from this study, the role will be involved in analyses of data leading to the first Australian blood test for Alzheimer’s disease. Furthermore, the team currently works with Biogen, the only pharmaceutical company to have an FDA approved drug to change the progression of Alzheimer’s disease. The Biostatistician will work on world leading research in Alzheimer’s disease, will be involved in high ranking and influential journal papers that help mound what we know about the disease, and will successfully integrate complex lifestyle-biomarker interactions that underlie the very beginnings of the disease process.

### 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.
* Undertake appropriate statistical analyses of research data to answer research questions as set out by collaborators.
* Report on specific objectives set out within collaborative agreement to collaborators when requested, and provide quarterly reports to stakeholders.
* Undertake regular reviews of relevant literature and patents.
* Produce high quality scientific and/or engineering papers suitable for publication in quality journals, for client reports and granting of patents.
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor.
* Contribute to the development of innovative concepts and ideas for further research.
* Make a contribution to the effective functioning of the research team and help deliver CSIRO's organisational objectives and plans.
* Undertake activities focused on one or more elements of larger research projects.
* Apply discretion to decide and implement strategies appropriate to the successful completion of their work.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Address problems promptly and in a constructive manner.
* May provide supervision and coaching to students and technical staff.
* 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 such as computational biology, biostatistics or mathematics.
2. Demonstrated experience in developing statistical algorithms to match phenotypically diverse groups.
3. Demonstrated experience in statistical programming such as R, Matlab, or other relevant statistical packages.
4. Demonstrated ability to handle complex scenarios, with evidence of ability to work with multiple competing priorities.
5. High level oral and written communication skills including:
	1. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
	2. The ability to represent the research effectively internally and externally, including the presentation of research outcomes at national and international conferences.
6. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
7. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.

## **Desirable**

1. Knowledge and understanding of different components of Alzheimer's disease such as cognitive testing, neuroimaging and disease biology.

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.
* To be willing and able to travel domestically and internationally as required.

## **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/)