



Position Details

Research Scientist/Engineer- CSOF6

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	All 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 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](#).

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. 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 Australian e-Health Research Centre (AEHRC) is CSIRO's national digital health research program. It champions the digital delivery of healthcare enabled by world-leading digital research and innovation, industry partnerships, community connections, and national trust.

This position will be a part of AEHRC in engaging in scientific activity from fundamental research to the investigation of a 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 Senior Health Implementation 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, and other reports such as patent applications.
- Work with health service policymakers and health clinicians to ascertain user requirements and needs analysis for new or existing initiatives.
- Anticipate industry and/or community needs and market direction through client liaison/networking and identify and adapt quickly to changes. Act as a trusted advisor, utilising knowledge of clients' business and understanding of their underlying needs.
- Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agreed timeframes and budget.
- Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
- 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. Proven 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.

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

- 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!](#)

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

Find out more about CSIRO [Health and Biosecurity](#) and the [AEHRC](#)