# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist Indigenous Health Research (Identified Role – Indigenous) |
| Job Reference | 93189 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$105,806 - AU$114,500k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane, QLD; Sydney, NSW; Adelaide, SA; Melbourne, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship.   * CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under *section 8(1) of the Racial Discrimination Act 1975 (Cth).* Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person. |
| Position reports to the | Digital Therapeutics and Care Indigenous Research Team Leader (AEHRC) |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Marlien Varnfield via email at marlien.varnfield@csiro.au or phone +61 7 3253 3603 |
| 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 role of Research Scientist is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist 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 AEHRC is committed to increasing its contribution to addressing the health disparities between Indigenous and non-Indigenous people in Australia. The AEHRC has established a Team of Scientists and PhD students that are partnering with Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ATSICCHO’s) to co-design and co-develop potential e-Health solutions to complement existing successful models of care for some of the most significant health issues in their communities. As part of the Indigenous Research Team, this Research Scientist will join the AEHRC to undertake research across several projects related to improving Indigenous health. These include innovations and interventions to facilitate quality health care for Aboriginal and Torres Islander people living with chronic conditions. The Research Scientist will collaborate closely with both other researchers from CSIRO and external partners, including ATSICCHO’s.

**Duties and Key Result Areas**

Under the supervision of more senior researchers, the Research Scientist will contribute to the ongoing development and delivery of an Indigenous Health research program across the Australian e-Health Research Centre and Health & Biosecurity, with support from CSIRO’s Office of Indigenous Science and Engagement.

Specifically, the Research Scientist will:

* Assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation to improve Indigenous health using digital technologies
* Select the most profitable line of attack upon a problem, prepare detailed design proposals and experimental protocols.
* 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.
* Participate in identification of further opportunities which arise from research and initiate new lines of research.
* 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 work.
* Engage in stakeholder consultation with Indigenous community clients and a diverse group of clinicians, engineers, and end users, and performing analyses to derive novel insights for technical design and implementation evaluation.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Address problems promptly and in a constructive manner.
* Undertake experimental and/or observational research activities and supervise/train others to ensure experiments are established in accordance with research design.
* Provide supervision and coaching to students and technical staff.
* 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 and diversity initiatives.
* Other duties as directed.

## **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 Health Informatics, Health System Evaluation, Public Health, Primary Health Care or Indigenous heath research.
2. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
3. Demonstrated expertise in cross cultural communication, in particular with relevance to Indigenous people, communities and/or health organisations.
4. Ability to work with Aboriginal and Torres Strait Islander communities and their leaders, respecting traditional culture, values and ways of doing business.
5. 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.
6. 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. Experience in undertaking Aboriginal and Torres Strait Islander health research.
2. Experience and knowledge of working in partnership with ATSICCHO primary health services, operational health systems or for organisations that deliver health services to Aboriginal and Torres Strait Islander people.
3. The ability to work effectively as part of a multi-disciplinary, potentially regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.

## **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.

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 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.
* The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
* The successful candidate will be required to provide contact details of at least one Aboriginal and/or Torres Strait Islander person to be a cultural referee to confirm their ability to work and communication respectfully with Aboriginal and/or Torres Strait Islander peoples.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and <https://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