# Position Details

## Research Projects – CSOF4 & CSOF5

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| The following information is for applicants | |
| Advertised Job Title | NCTS Terminologist – multiple positions |
| Job Reference | 87102, 87041, 84681 |
| Tenure | * 84681 (NCTS AMT Clinical Terminologist) Indefinite / Full-time * 87041 (NCTS FHIR Terminologist) – Specified term of up to 2 years/ Full-time * 87102 (NCTS SNOMED CT Clinical Terminologist) - Specified term of up to 2 years/ Full-time |
| Salary Range | CSOF4: AU$89,680 – AU$101,459 per annum plus up to 15.4% superannuation  CSOF5: AU$105,806 – AU$114,500 per annum plus up to 15.4% superannuation  *Applications are invited across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience* |
| Location(s) | Open to major cities in Australia however, Brisbane QLD or Sydney NSW is most preferred. |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents and Australian Temporary Residents for (specified term roles) with full work rights till the end of the contract with no visa sponsorship support from CSIRO |
| Position reports to the | Team Leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Sarah Kong – [sarah.kong@csiro.au](mailto:sarah.kong@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](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).

### 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 and leaders to contribute to this significant objective.

### The SNOMED CT Clinical Terminologist will join the Health Informatics Group in the Australian e-Health Research Centre (AEHRC). The position will involve working closely with the AEHRC team, along with other collaborators and stakeholders in the creative development, management and support of controlled medical terminology, and associated clinical terminology tools to meet the current and future needs of the Australian community.

### The successful candidate will create, standardise and maintain the SNOMED CT and other terminology content for use, and to facilitate the safe and accurate exchange of information across the health sector. Working as part of the Clinical Terminology team, this role’s primary focus is contributing to the Terminology release processes including developing terminology content, reference sets, mappings and related documentation. This role will also support research and development projects and undertake evaluations to help determine the future of clinical terminology deployments and ‘use cases’, as well as generate and contribute ideas for further research.

### To be successful in this role you will have expertise in clinical terminology, primarily SNOMED CT experience, and be enthusiastic about making a hands-on contribution to delivering solutions that can be used across multiple projects in an increasingly information-based industry.

### This is a great opportunity for the successful candidate to work with other innovative researchers in a leading government organisation that is engaged in world-class scientific research projects and offers excellent career development and professional support. CSIRO is strongly committed to Diversity and offers Flexible Working Arrangements.

### Duties and Key Result Areas

**As part of a dynamic and flexible team, the NCTS Terminologist will:**

* Apply understanding of clinical practice and language to develop national SNOMED CT content, FHIR terminology resources and other terminology artifacts to meet the needs of our stakeholders and customers.
* Develop and maintain terminology reference sets and value sets and accurately model clinical terms and concepts in order to support research and development projects.
* Assist stakeholders and customers in the integration of terminology and clinical information structures.
* Undertake mapping activities and documentation for specific projects.
* Develop and maintain support documentation and clearly communicate complex terminology to our collaborators and customers.
* Understand and participate in local and international discussions regarding direction in terminology development and implementation.
* Work with clients and CSIRO researchers and software engineers in developing clinical terminology, software, and solutions to tackle issues in the collection, integration and analysis of clinical and other health data.
* Participate in industry committees as required and nominated.
* Utilise project and document management tools/software as required to ensure timely and effective delivery of projects.
* Utilise knowledge to resolve support issues for collaborators and customers.
* Adhere to, promote and encourage the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives, and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential (can slightly vary based on each roles).

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

1. Detailed understanding of SNOMED CT content and/or FHIR terminology resources and/or Australian Medicines Terminology (AMT) and experience in authoring, modelling and peer reviewing clinical and medicines content for inclusion in terminology products.
2. Detailed understanding of clinical terminologies design principles, structures and their use cases, good code system design and concept permanence.
3. Extensive experience working in the area of clinical terminology and data modelling, with significant and wide-ranging links to the clinical terminology community.
4. Experience working in the area of health data standards and clinical terminologies like SNOMED CT, with significant and wide-ranging links to the health data standards and terminologies communities.
5. Ability to use SNOMED CT terminology knowledge and understanding of stakeholders' requirements to make difficult decisions and take responsibility and accountability for those decisions.
6. Ability to work independently and efficiently to meet deadlines as well as working cooperatively with others in a high-functioning team to meet team objectives
7. Demonstrated experience building and maintaining strong professional and collaborative working relationships.
8. Able to be flexible in responding to change or when faced with external constraints, including the ability to identify and promote opportunities arising as a result of the change.

## **Desirable**

1. Awareness of standards and technologies that govern either mandated or emerging approaches such as ECL or other query languages.
2. Evidence of contribution to the field of Medical Informatics through application development, publications, or presentations.
3. Proficiency in information management technology, and project design and management as it relates to Medical Informatics and research therein.

## **Required Competencies at CSOF4**

* **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 response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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 changes.

## **Required Competencies at CSOF5**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team 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:** 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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response 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 changes.

Special Requirements

Appointment to this role may be subject to conditions including the provision of a national police check as well as other security/medical/character clearance requirements.

## **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 the interview you will need to demonstrate behaviours aligned with 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)