

Research Fellow - Biostatistician



The Australian Red Cross Blood Service is entrusted with the supply of Australia's blood. We collect, process and distribute life-saving blood products, breastmilk and more. We also deliver world-class research and provide expertise in diagnostic, transplantation and other clinical services. Australia needs blood 24 hours a day, 7 days a week, 365 days a year. Our challenge is to ensure quality blood products are collected and supplied to meet demand. Everyone at the Blood Service makes a valued contribution to this life-saving work.

Key Role Information

Role Title Research Fellow - Biostatistician	Division and Team Clinical Services & Research, Research and Development
Role Reports To Director, Research and Development	Number of Direct Reports 0 or as determined from time to time
Travel Occasional	If travel is yes/occasional, please select one below National

Primary Purpose of Role

The Research Fellow - Biostatistician will provide statistical expertise to support the development and conduct of research projects within the Australian Red Cross Blood Service (the Blood Service), providing an intellectual and analysis framework for research studies. The Research Fellow will work with stakeholders within the Blood Service, predominantly within R&D but also across other parts of the organisation where high quality statistical input is required, to ensure that research and analytical outcomes inform business practice, as well as contribute to broader knowledge in the international domain.

The Research and Development program includes several research themes, including:

- Donor Behaviour Research
- Donor Health and Wellbeing Research
- Product Development and Storage Research
- Product Safety Research
- Product Usage Research, and
- Clinical Research

All research themes provide high quality scientific outcomes that support the Blood Service's core activities. They are internationally competitive. The Research Fellow - Biostatistician uses specialised knowledge and experience to design, analyse and report research projects, providing high quality scientific outcomes through provision of intellectual and technical analysis to internal stakeholders and collaborators.

Expertise

Essential

- PhD or equivalent work experience in statistics, biostatistics or epidemiology.
- Research experience as a statistician in medical or epidemiology research encompassing clinical trial design and outcomes analysis, with post-doctoral experience an advantage.
- Solid training in theoretical and applied statistics with concentration on biostatistics.
- Applied knowledge of advanced statistical models, such as generalised linear models, survival analysis, nonparametric analysis, cluster analysis, factor analysis, mixed models and Bayesian analysis, data mining, data visualisation, longitudinal data analysis.

- A record of achievement, with evidence of original, independent presentations, conference papers, and publications in high quality peer reviewed journals.
- Proficient in the analysis of technical, quantitative and/or qualitative data, as appropriate to the role, including excellent working knowledge of analytic and statistical software such as R and SPSS.
- Demonstrated expertise in preparing high quality research project proposals, including clinical research trial proposals, including timelines and budgets, preferably with successful outcomes in competitive funding schemes.
- Experience in managing individual research projects, including project design, implementation and evaluation.
- Demonstrated commitment to the translation of research findings into practical outcomes.
- Excellent verbal and written communication skills, demonstrating an ability to communicate research outcomes in high quality presentations, briefings or written reports.
- Ability to work independently and in a team; ability to work to deadlines whilst maintaining high quality standards.
- Demonstrated ability to engage with a wide range of individuals, including research participants, other researchers, internal or external stakeholders, and external collaborators, as appropriate to the role.

Desirable

- Experience in independently developing and leading a direction of research, including identifying potential research questions, establishing a relevant team and successfully completing the research.
- Experience in managing junior staff and/or research students working on individual research projects.
- Experience in establishing research collaborations (e.g., with researchers from other institutions).
- Success in competitive internal or external research funding schemes.
- Knowledge and appreciation of current and emerging issues and service delivery needs relevant to the Blood Service.

Values

Everything we do is underpinned by our six core values: Integrity, Safety and Quality, Service, Collaboration, Accountability, and Excellence.

Leadership Principles



**TRUST
AND BE
TRUSTED**

Be authentic.
Keep your commitments
and act with integrity.
Invest in relationships.
Listen to understand. Talk straight
and communicate the why.



**INSPIRE
AND BE
INSPIRED**

Be positive.
Focus on the big picture.
Delight our customers and each other.
Work together for a shared purpose.
Celebrate success.



**CHALLENGE
AND BE
CHALLENGED**

Be bold.
Take ownership.
Set high standards
and focus on results. Step outside
your comfort zone. Handle tough
conversations with respect.

Capabilities

We know what great leadership looks like at the Blood Service. We all have the opportunity to lead, every day, in every role and how we work powerfully influences the way things get done, impacting the results we achieve.

In this role, you will continually look for ways to optimise work processes, actively learning and adapting your approach to achieve great outcomes. You will act with a sense of urgency, high energy and enthusiasm and be able to relate openly and comfortably with everyone. You will value interpersonal savvy and self-awareness and reflect on your own strengths and areas for development, making you a valued contributor.

ROLE STATEMENT

Key Accountabilities and Measures

Accountability	Major activities
Research Leadership	<ul style="list-style-type: none">• With direction from Manager, carries out research in agreed project areas, to meet project aims.• Collaborates with stakeholders to ensure that research projects align with and contribute to the achievement of Blood Service strategic priorities.• Capitalises on opportunities to write applications for competitive grants (as a Chief Investigator or Partner/Associate Investigator) and participates in external research collaborations.• Mentors and participates in the professional development of junior research staff and/or students.
Project Management	<ul style="list-style-type: none">• Successfully coordinates approved projects.• Produces project deliverables within agreed timelines and budgets.• Effectively manages other team members working on projects.
Data Management and Analysis	<ul style="list-style-type: none">• Collects and analyses data, according to agreed project plans.• Creates and maintains accurate records of research data and results, in accordance with Blood Service policies and procedures.
Research Dissemination and Translation	<ul style="list-style-type: none">• Effectively communicates research findings to relevant parties, in a variety of formats (research reports, presentations, peer reviewed journal articles), tailored for the recipient (e.g., researchers versus internal stakeholders).• Develops a strategy (in consultation with key stakeholders) for translation of project findings into policy or practice, and works with stakeholders to implement the translation strategy.
Administration	<ul style="list-style-type: none">• Actions comply with relevant policies and procedures to ensure risks are reduced, reporting potential risks immediately to management using the appropriate reporting systems.• Shares lab and/or office maintenance with others. Completes any reporting and administrative record-keeping that is required to assist the team.

Key Relationships

This position will work closely with other members of the Research and Development team and, in accordance with agreed project priorities, with staff from other functional areas within the Blood Service.

Decision Making Authority/Autonomy

The Research Fellow - Biostatistician will work under guidance from the Director, Research and Development to develop an independent profile within the Blood Service. The Research Fellow - Biostatistician will use experience and professional expertise to initiate and coordinate research projects, generate and analyse data, and provide advice and recommendations in relation to project outcomes and may also be responsible for managing junior

research staff and/or students for the successful delivery of research projects, including budget and project management.

Safety and Wellbeing

At the Blood Service, we demonstrate care for each other and a safety-first mindset guides our decision making and our every action.

At all levels our people are expected to create a safe environment for themselves and their colleagues. This means taking accountability for knowing how to operate safely, actively identifying safety risks and speaking up if you have concerns.

Commitment to Quality

At the Blood Service, our procedures, processes and products are highly regulated. Awareness and application of Good Manufacturing Practice and/or Good Laboratory Practice is expected of everyone and ongoing training will be provided regarding regulations relevant to your role with us.