



Role description

Role Details

Job ad reference	GC580081
Role title	Data Scientist
Status	Temporary full time Please note, future vacancies of a temporary full time and part time nature may also be filled through this recruitment process Please note, suitable part time or job share arrangements may be accommodated within this role
Location	Southport Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
Unit/Branch	Data Operations
Division	Strategy, Transformation and Major Capital Gold Coast Hospital and Health Service
Closing date	Tuesday, 13 August 2024 Applications will remain current for the duration of the vacancy
Classification	AO8
Evaluation ID	V6816
Salary	\$5615.70 - \$5942.10 per fortnight
Contact name	Phillip Bailey
Contact number	0439 643 085
Online Applications	www.smartjobs.qld.gov.au

Purpose of the Role

As a Data Scientist, your role will be to help Gold Coast Hospital and Health Service (GCHHS) realise greater value from its data assets through predictive analytics and the development of Machine Learning (ML) and AI solutions, with a particular focus on mental health. These products will enable enhanced clinical and operational decision-making, leading to better health outcomes for patients, especially in the realm of mental health, and operational efficiency for GCHHS.

This role is primarily working with Gold Coast Mental Health Informatics (MHI) with the primary goal of this project to enhance data quality and develop mechanisms for detecting deteriorating patients using data analysis and predictive modelling. This initiative is driven by the need to leverage existing data for better patient outcomes and operational efficiency.

The successful candidate will work in collaboration with stakeholders across GCHHS to understand drivers of clinical and operational performance, with an emphasis on mental health metrics, experiment to identify potential ML/AI solutions, and deliver solutions that can be embedded in GCHHS processes. The successful candidate will have a strong mathematical and statistical grounding, be enthusiastic about making a hands-on contribution to solving challenges, and will have demonstrated the ability to deliver working predictive analytics, particularly in mental health contexts.

The role will also work closely with the Data Operations team, leveraging existing data assets and the knowledge of the team while developing solutions that work seamlessly with existing analytics frameworks. The role will collaborate with internal data engineers and analysts, sharing knowledge and contributing to growth in GCHHS's ML and AI capabilities, with a continuous focus on improving mental health outcomes.

Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

Diversity and Inclusion

[Diversity](#) is at the heart of Gold Coast Health and is critical to a work environment that is equitable and inclusive. A broad range of perspectives, backgrounds and ideas makes us stronger and is essential to delivering high quality health care. Everyone has a role to play in making GCH a place where we all '*Always Belong*'. [Contact Diversity and Inclusion](#)

Organisational Alignment

Gold Coast Health has a [Core Capability Framework](#) (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role. Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below.

Leader Level: Leading Others

Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Others Display Self-awareness and motivation - Encourage self and others to seek out opportunities to build capability, and demonstrating personal motivation and commitment to meeting challenging goals
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Others Work Collaboratively - Foster collaborative teamwork, sharing feedback and positive progress, while rewarding collaborative, cooperative behaviour in others
Results Focused	Drive and influence successful organisational outcomes	Leading Others Drive Innovation - Strengthen problem solving and determine solutions through collaboration, consultation and inclusion
Business Enablers	Boost effective service delivery and champion change management	Leading Others Leverage Technology - Demonstrate understanding of the use of technology and ways to leverage its value in achieving goals
Leadership and People Management	Inspire, engage and build our workforce	Leading Others Make Sound and Agile Decisions - Make well-reasoned decisions, balancing intuition and reason to form effective judgements in each situation

About the Unit/Service Line

The Strategy, Transformation and Major Capital division has been established to define, design, enhance delivery and sustainability of our most significant service improvement, digital and transformation opportunities.

Our high-level responsibilities for the division are for service improvement, digital transformation, digital operations, digital assets, digital partnerships, portfolio/program/project management, clinical coding, service disruption, service redesign.

As a division, we are responsible for the delivery of the transformation agenda, sustainability plan, digital transformation roadmap; and regularly report to the Board and Executive against progress of these agendas.

We also have a key role to play in research and innovation, in that our responsibilities will include developing internal understanding of key challenges and combining internal and external evidence to achieve sustainable service and organisation improvement.

Alongside all these responsibilities, our division will have a stretch target to create and establish the Gold Coast Health Improvement System – one which embeds a culture of continuous improvement.

Data Operations

Data Operations mission is to build, support and maintain industry leading data assets that enable clinical practice improvement, digital transformation and analytics across GCHHS.

Mental Health and Specialist Services

Mental Health and Specialist Services (MHSS) provide integrated hospital and community specialised mental health assessment and treatment services across the age spectrum. Our services aim to be consumer focused and recovery oriented. This role will work with all divisions of the MHSS.

Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- Plan, design, develop and run data science experiments that deliver insight into mental health care delivery challenges and opportunities at GCHHS. Investigate the potential for value adding Machine Learning and AI solutions to address these challenges and/or realise opportunities.
- Deliver working analytics (including Machine Learning and AI) using a variety of tools and statistical techniques. Embed analytics pipelines in business process to realise value.
- Conduct research into GCHHS data, systems and processes. Understand business problems and capture requirements in detail.
- Prepare data assets for data science including data cleansing, data mining and feature generation.
- Analyse Machine Learning model performance and explainability. Develop systems for ongoing model performance monitoring.
- Tailor communication media and content to a variety of stakeholders. Communicate clearly on the effective and ethical use of machine learning models, generally and specifically.
- Lead data science project and solution delivery, leveraging skills from across GCHHS and external partners.
- Work collaboratively with internal and external colleagues, clients and partners to develop and progress challenging but realistic plans.
- Work effectively as an integral member of a multi-disciplinary team, contribute to work estimates, as well as design and support documentation and undertake independent investigations and carry out associated tasks where required.
- Support analytics maturity uplift across GCHHS by successfully delivering business-as-usual data science services. Support, coach and mentor Data Analysts in the delivery of data science products and services.
- Ability to develop new methods to solve applied statistical/health data analytics/health system problems.
- Excellent analytical skills including the ability to identify trends, patterns and insights from data and strong attention to detail.

- Proficiency with programming languages/packages such as Python, including the ability to program new analyses, clean and structure data, and develop and validate appropriate models.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.
- As far as reasonable practicable ensure you eliminate risk to the health and safety of your workers by providing a safe work environment and appropriate safe equipment. Ensure you report and investigate any work related incidents within your area of control.
- Provide training, instruction and equipment necessary for others to undertake their role safely, and ensure workers understand their responsibilities under the WHS policy, procedures and instructions. Monitor the health and wellness of your workers to ensure they are not being adversely affected by conducting their work.
- Ensure safe work practices, procedures and controls are in place that are specific to the hazards in your area of control that either meet or exceed requirements set out in the work health and safety legislation and relevant codes of practice.

Mandatory Qualifications / Professional Registration / Other Requirements

- While not mandatory, the following would be well regarded:
 - A bachelor degree in a relevant discipline area, such as statistics, applied mathematics, machine learning, data science, operations research, computer science, or engineering would be well regarded.
 - Previous experience working in the health domain, especially with clinical data will be highly regarded.
- This position may be required to work throughout the Gold Coast Hospital and Health Service.
- This position may be required to supervise more junior members of the team.

How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) outlining your suitability for the role. In your response, please address the Core Role Capabilities listed under 'Organisational Alignment' using recent examples of your experience, aligned to the 'Key Duties and Accountabilities' for the role, listed above.

Submit your application via www.smartjobs.qld.gov.au

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.

Hand delivered applications will not be accepted.

Late applications cannot be submitted online. For a late application to be considered, please contact Recruitment on MHSSRecruitment_GoldCoast@health.qld.gov.au.

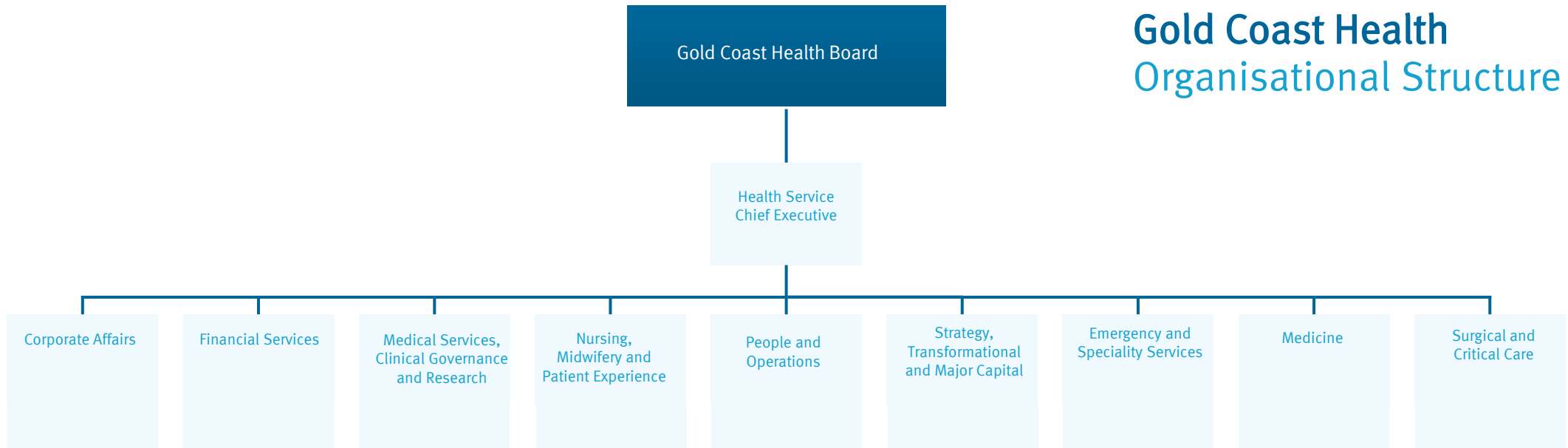
Gold Coast Health is committed to providing an accessible, inclusive work environment. Please contact the nominated person if you require any reasonable adjustments throughout this recruitment process.

Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A 3 month period may apply to this appointment.

Gold Coast Health Organisational Structure



Our philosophy

Always Care.

Our vision

We will have the best health outcomes in Australia.

Our purpose

To be a leader in compassionate, sustainable, highly-reliable healthcare.

Our values



Integrity	To be open and accountable to the people we serve
Community first	To have the patient's and the community's best interests at heart
Excellence	To strive for outstanding performance and outcomes
Respect	To listen, value and acknowledge each other
Compassion	To treat others with understanding and sensitivity
Empower	To take ownership and enable each other to achieve more