

## Position Description – Data Analyst, Rural and Remote Health

Updated 23 March 2026

POSITION DETAILS	
Portfolio	College of Medicine and Public Health
Organisational Unit	Discipline of Rural and Remote Health
Supervisor	Business Development Manager, Rural and Remote Health
Classification	Higher Education Officer Level 7
Employment Type	Fixed-term, Full-time

POSITION SUMMARY
<p>Under broad direction, the Data Analyst, Rural and Remote Health is responsible for the technical and operational design, planning, development, configuration, maintenance, and support of data and analytical services that enable high-quality analysis and reporting of graduate outcomes for the Rural Health Multidisciplinary Training (RHMT) Program.</p> <p>The role provides specialist expertise in identifying, developing, collecting, analysing, and reporting rural placement and graduate outcomes data for medicine, nursing, and allied health students. This data supports the examination of how student background, study experiences, rural placements, attitudes, and workforce motivations influence future practice locations, thereby contributing to improved understanding of rural health workforce recruitment and retention.</p> <p>The position requires capability in data analytics methodologies, including the collection, analysis, interpretation, and presentation of complex outcome data. Responsibilities include working collaboratively with stakeholders to define and validate requirements, selecting and applying appropriate data visualisation and reporting approaches, and ensuring rigorous data governance and traceability to original sources.</p> <p>Working closely with external stakeholders and the broader Rural and Remote Health academic team, the role contributes to the delivery of program objectives and Commonwealth reporting obligations and the embedding of best practice in data-driven reporting and evaluation. It plays a key role in enabling stakeholders to derive meaningful insights that inform strategic planning and program delivery across rural and remote contexts.</p> <p>The position may be located at any SA or NT rural/remote campus across the RRR footprint.</p>

UNIVERSITY EXPECTATIONS AND VALUES
<p>All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:</p> <ul style="list-style-type: none"> <li>demonstrate commitment to the University's values of Integrity, Courage, Innovation and Excellence</li> <li>demonstrate consistent alignment with the University's strategic priorities through daily decisions, teamwork and behaviours that reinforce the strategic intent.</li> <li>contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing</li> </ul>

assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor;

- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's *Work Health and Safety, Injury Management and Equal Opportunity* policies.

*A National Police Certificate which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position*

*Staff working in a health care setting are strongly recommended to be fully vaccinated against COVID in line with the SA Health policy.*

*Staff working in a health care setting are required to be fully vaccinated against COVID in line with the NT Health policy.*

*In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).*

*Northern Territory Government legislation (the Care and Protection of Children Act 2007) now requires all individuals in child related employment or whose duties involve, or are likely to involve, contact with a child, to hold a valid 'Working with Children Clearance' (Ochre Card). This position involves child related work and is*

## KEY POSITION RESPONSIBILITIES

The key position responsibilities include:

1. Coordinating specialist data analytics and business intelligence services that support evidence-informed decision-making, program evaluation, strategic planning, and continuous improvement for the Rural Health Multidisciplinary Training (RHMT) Program.
2. Designing, developing, and implementing high-quality data visualisations and reporting products, selecting appropriate analytical and visual techniques to clearly communicate insights to diverse technical and non-technical audiences.
3. Engaging proactively and collaboratively with stakeholders, including universities, regulatory bodies (e.g., Ahpra), government agencies, and internal teams, to conduct business analysis, identify opportunities for enhancement, develop agreed solutions, and support effective implementation and post-implementation capability building.
4. Leading scoping and requirements-definition activities for data and reporting initiatives of medium complexity, ensuring stakeholder input is captured, requirements baselines are established, agreements are formalised, and all elements remain traceable to original data sources and objectives.
5. Providing expert advice and guidance on data analysis methodologies, outcome tracking, rural workforce data, and the use of analytics to support program operations, planning, and evaluation.
6. Planning, implementing, and managing data management processes for dedicated datasets (e.g., student placement data, graduate outcomes) to ensure data integrity, quality, availability, security, and long-term usability.
7. Applying standard data modelling and design techniques to develop fit-for-purpose analytical structures, ensuring that data requirements are met and communicating technical and conceptual information effectively across varied audiences.
8. Designing, executing, and documenting test cases and validation processes for data analytics products, models, and dashboards, working with stakeholders to ensure comprehensive test coverage, accuracy, and reliability, and reporting on testing outcomes, risks, and remediation plans.
9. Any other responsibilities in line with the level of the role as assigned by the Supervisor and/or the University.

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## KEY POSITION CAPABILITIES

- Completion of a degree in Data Science, Statistics, Computer Science, Information Systems, Business Analytics, or a related analytical discipline, with extensive experience in data analysis, reporting, and working with datasets in a technical or analytical environment or an equivalent combination of experience and/or education and/or training.
- Demonstrated experience in analytical and business intelligence tools including the application of industry best practice methods for data quality assessment, data visualisation, version control and post implementation support to deliver reliable and strategic data insights.
- Demonstrated analytical and problem-solving skills with the ability to interrogate complex datasets, identify patterns and issues, develop and recommend evidence-based solutions and translate business challenges into functional and technically sound data products.
- Ability to work as an effective member of a team as well as independently with highly developed interpersonal and relationship management.
- Well-developed interpersonal and communication skills with the ability to provide advice, consultation, and effectively prepare and present complex information.
- Strong attention to detail and accuracy, and ability to adhere to protocols, standards and guidelines, including ethical research principles as required.
- Proficient in the preparation and management of accurate data sources), an understanding of data modelling and design, along with proven knowledge of Power BI or similar enterprise data visualisation tools.
- Experience with university computer systems such as Technology 1, DVE, StarRez and InPlace as data sources and proficient in the use of data analytic software such as STATA, as well as the Google Suite and Microsoft Excel (desirable).
- Familiarity with data governance and compliance frameworks relevant to the higher education and healthcare sectors (desirable).

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