Benefits of working at the Bionics Institute

The Bionics Institute is an internationally recognised, independent medical research institute, that solves medical challenges with technology. A multidisciplinary team of world leading scientists, engineers and clinicians, we lead the world in the research and development of innovative medical devices and therapies that improve human health.

A recent staff survey conducted in December 2021 identified seven key areas that make the Bionics Institute a great place to work, with 94% of staff saying they are proud to work at the Bionics Institute.

“Fast translation of the research means I’ll be able to see the impact of our work on people in just a few years.”

Staff survey quote

1. Great people to work with
   - Collaborative working environment
   - Opportunities for social engagement
   - A diverse working environment
   - Talented, committed and friendly team.

2. Investment in people and facilities
   - Ambitious growth strategy and are recruiting new talent at every level
   - Professional development and mentorship to ensure career progression
   - Close working relationship with our spin off companies Neo-Bionica, Deep Brain Stimulation Technologies and Epi-Minder
   - Partner in ACMD – a new bioengineering precinct on the St Vincent’s Hospital campus which we will be our base in four years’ time.

3. Work-life balance
   - 83% of staff rate the Bionics Institute as exceptional for work and life balance
   - Paid parental leave is provided
   - We work flexibly at the Bionics Institute; core hours are 10am - 3pm and working from home is encouraged.

4. Support to innovate
   - 87% of staff rate BI as exceptional for innovation
   - The Bionics Incubator Fund provides financial support to get new ideas off the ground
   - Mentorship is provided to nurture innovation.

5. Fast research translation
   - Impressive track record of clinical application, including the cochlear implant, bionic eye and Epi-Minder device
   - Translation from concept to clinical trials in just a few years
   - Independent, agile organisation not weighed down by bureaucracy
   - Uniquely positioned to commercialise products and create spin offs.

6. Rewards and recognition
   - Annual pay rise in line with inflation
   - Salary packaging
   - Discretionary Staff Incentive Scheme of up to 10% of salary as an annual bonus
   - Staff were granted pandemic ‘recharge leave’ days in 2021.

7. Focus on community and social responsibility
   - We partner with schools and universities to inspire and develop the next generation of researchers
   - We ensure our research is communicated to the wider community
   - Our staff are motivated by our mission to make a positive impact on the lives of people with challenging medical conditions.