

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



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.



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.