

Financial and Economic Analysis

# Manager – Health Economics

## Position Description

<b>Tenure</b>	Permanent full time
<b>Reports to</b>	Director – Financial and Economic Analysis
<b>Salary guide</b>	\$145,000-\$175,000 pa. inclusive of 12% superannuation - depending on experience. Bonuses are in addition and based on individual and firm performance.
<b>Date approved</b>	28 February 2026
<b>Contact</b>	Tracy Jones, Director Financial and Economic Analysis (02) 9261 3707

## About HealthConsult

For nearly 20 years, HealthConsult has delivered **evidence-based advice** to government, insurers, and health, aged care and disability services providers. We are organised into four service lines, specifically tailored to the needs of the health, aged care and disability services sectors (each led by a director):

- **Financial & Economic Analysis:** We specialise in advanced costing, financial modelling, pricing and economic analyses. We are known for delivering robust, bottom-up, activity-based costing models and transparent economic frameworks that inform funding reform, investment decisions and system improvement.
- **Program Review & Evaluation:** We use a mixed-methods participatory approach to review and evaluate health programs. We co-design our evaluations, ensuring that our insights are grounded in the real-world and address the needs of stakeholders.
- **Policy, Strategy & Planning:** We develop evidence-based policies and plans that blend rigorous research with practical insights. Our approach bridges academia and real-world application, delivering strategies that are scientifically sound and readily implementable.
- **Digital Health:** We provide independent, expert advice to governments and health services on digital health strategies, policies and standards that foster innovation while ensuring safety, quality, and sustainability.

## What sets us apart

Having successfully delivered 500+ projects ranging in value from \$80,000 to \$13 million we've learnt a thing or two about what makes us special.

- **We are multidisciplinary.** Our team of professionals includes doctors, scientists, designers, mathematicians, economists, accountants, and clinicians – together we collaborate with our clients to tackle the most complex challenges in health, aged care and disability services.
- **We specialise.** Our services are specifically tailored to the needs of the health, aged care and disability services sectors. Policy development, program evaluation, financial & economic analysis, and digital health strategies.
- **We love complex.** For example, we re-designed (and piloted) how 4+ million Australians access aged care services.
- **We dig deeper.** Exhaustive research, meticulous data analysis, and rigorous fieldwork underpin everything we do. We crunch the numbers, sift the latest academic research, and collaborate with leading experts in the field.
- **We bring experience.** Our Partners and Directors provide mentorship and guidance for every project, dedicating more than half of all consulting hours to ensure decisions are guided by decades of sector knowledge.

- **We are independent.** No affiliations with software providers or overseas parent companies—clients value our impartial perspective.
- **We don't do cookie-cutter.** We take an evidence-based approach to problem-solving and tailoring our solutions to meet the unique challenges of each project.
- **We collaborate and co-design solutions with our clients.** We respect the expertise and experience of our clients, and we know that by working with them we will get the best solutions to the complex problems we tackle.

## How we work

- **We don't do time sheets.** We trust people to use their time wisely. We don't 'keep watch' over people, checking to see what they're doing every minute of the day.
- **We invest in growing our expertise.** We support our team to further develop their knowledge and understanding of the health and aged care sector. We do not dilute their opportunities to become genuine experts by seeking work outside the health, aged care and disability services sectors.
- **We give people flexibility to manage their day.** Need to start a little later? Go for walk at lunchtime? Pick up the kids after school? It's all possible. Our focus is on producing high-quality work, not what time you log-on or off.
- **We keep systems and processes to a minimum.** We don't overload people with administrative tasks, like paperwork, lengthy approval processes, data entry, and reporting.
- **We have 5 weeks annual leave policy.** Everyone is entitled to 5 weeks leave every year. We recognise the demands of consulting life. This extra week of leave lets us better balance our work and personal lives.
- **We're small by design (and free from large organisation hierarchy).** More opportunities to work alongside senior experts. More opportunities to see your ideas through to fruition. And a guarantee that your hard work will be recognised.

## About the role

Managers – Health Economics lead the design and execution of complex economic and financial analysis projects within the Financial & Economic Analysis (FEA) service line.

They combine strong technical expertise in health economics with advanced project management and leadership capability. Managers are responsible for delivering high-quality modelling, costing, pricing and business case work while mentoring team members and contributing to service line growth.

The role involves substantial independence in project delivery under the overall guidance of the Director, FEA and/or a Partner. Managers typically oversee 2–3 projects simultaneously and

remain hands-on in modelling and technical work, particularly in complex or high-risk components of engagements.

The role aligns with Manager expectations in the HealthConsult People Capability Matrix, including advanced project management, team leadership and business development contribution.

Travel within Australia may be required from time to time.

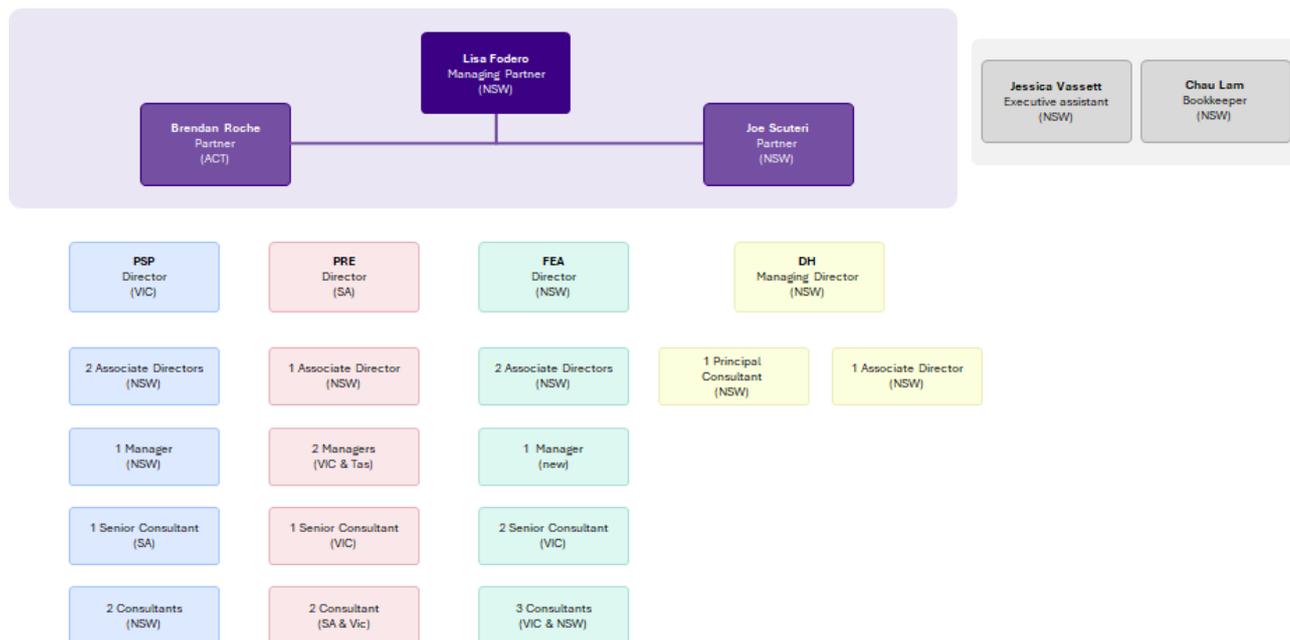
Table 1 summarises the role’s position within the Firm’s capability framework.

**Table 1: Capability matrix – Manager**

Culture	Professional	Learning	Projects	People	Pipeline
<ul style="list-style-type: none"> <li>Facilitates inclusive project environments where diverse perspectives are heard and valued</li> <li>Leverages the team’s collective expertise to generate high-quality, practical economic solutions</li> <li>Coaches and mentors more junior team members, resulting in sustained improvements in analytical and project management capability</li> <li>Leads at least one internal training session per year</li> <li>Consistently models professionalism, collaboration and continuous learning, setting the standard within the service line</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor’s degree plus a postgraduate qualification health economics or a closely related quantitative discipline</li> <li>~6–8 years’ experience in consulting, government or applied economic analysis roles</li> <li>Applies expert-level economic reasoning and judgement across complex funding reform, costing and investment projects</li> <li>Demonstrates strong client leadership skills, acting as a trusted advisor on high-stakes economic questions</li> <li>Brings deep sector knowledge of health, aged care and/or disability funding systems to shape methodologies and guide client decision-making</li> </ul>	<ul style="list-style-type: none"> <li>Applies advanced project management or leadership training</li> <li>Participates in advanced external training</li> <li>Leads knowledge-sharing initiatives within the FEA</li> <li>Stays current on Treasury guidance, funding reform developments and emerging health economics methodologies</li> <li>Shares insights from conferences, forums and sector engagement to strengthen collective capability</li> </ul>	<ul style="list-style-type: none"> <li>Leads 2–3 projects simultaneously, ensuring delivery to scope, time, quality and budget.</li> <li>Oversees complex health economic evaluations and/or pricing and/or funding reform analyses end-to-end</li> <li>Demonstrates advanced project management skills</li> <li>Leads development of economic methodologies and frameworks, adapting them to client context</li> <li>Ensures coherence and defensibility across all analytical outputs, reports and/or business cases</li> <li>Oversees quality assurance processes for modelling, assumptions and documentation</li> </ul>	<ul style="list-style-type: none"> <li>Leads and develops multidisciplinary project teams</li> <li>Sets clear expectations, provides structured feedback and supports career progression of team members</li> <li>Coaches others in project management and analytical best practice, strengthening firm-wide capability</li> <li>Oversees team collaboration, clarity of roles and delivery standards across engagements.</li> <li>Contributes actively to Firm initiatives and service line development</li> </ul>	<ul style="list-style-type: none"> <li>Builds and sustains trusted relationships with clients and stakeholders</li> <li>Expands existing client accounts by identifying emerging needs and shaping economic solutions</li> <li>Leads proposal development for economic engagements, including methodology design and pricing inputs</li> <li>Applies sector knowledge and project experience to strengthen proposal strategy and positioning</li> <li>Contributes to development of intellectual capital, including white papers and thought leadership in health economics</li> </ul>

This role sits within our **Financial and Economic Analysis** service line, as shown in Figure 1. This exciting role offers the opportunity to travel across Australia, allowing you to explore new locations while carrying out your work. At times, overnight stays away from your home base may be required.

Figure 1: Overview of HealthConsult's organisational chart



## Key skills and responsibilities

### Project delivery and economics

- Lead, design and execute simple to complex economic modelling, costing studies, economic evaluations and pricing and/or funding reform reviews end-to-end, ensuring delivery to scope, time, quality and budget.
- Develop and adapt economic evaluation and financial modelling frameworks appropriate to client context.
- Design and implement structured modelling approaches with transparent documentation of assumptions and limitations.
- Integrate administrative, financial and service-level datasets into coherent and defensible economic models.
- Oversee modelling quality assurance, version control and reproducibility, ensuring models and documentation are audit-ready and capable of being rerun.
- Apply robust causal inference and quasi-experimental methods, where appropriate, to support defensible attribution of outcomes.
- Conduct sensitivity analysis to test the robustness of key assumptions and results.
- Translate technical economic findings into clear implications for funding and pricing reform, service design and investment decisions.

## **Project coordination and management**

- Develop detailed project plans, including stakeholder and risk management plans.
- Manage competing project priorities while ensuring commercial viability.
- Proactively identify and manage risks, escalating material issues where appropriate.
- Support methodological consistency across projects within the Financial & Economic Analysis service line.
- Ensure compliance with HealthConsult's processes, procedures and confidentiality requirements.

## **Client and stakeholder engagement**

- Lead client meetings, technical workshops and advisory discussions, building credibility through clear, defensible and practical advice.
- Present economic findings and modelling implications to clients and stakeholders in a structured, transparent and policy-relevant manner.
- Build and sustain trusted relationships with client stakeholders, including senior managers and technical leads.
- Work collaboratively with clinicians, policy teams and data custodians to interpret data, validate assumptions and refine analytical approaches.
- Identify emerging client needs and contribute to shaping follow-on work or additional engagements.
- Promote HealthConsult's reputation as a trusted provider of high-quality economic and financial analysis services.

## **Collaboration and teamwork**

- Work collaboratively with other service lines where projects require multidisciplinary input.
- Provide day-to-day guidance and mentoring to Senior Consultants to Associate Consultants within project teams.
- Review analytical outputs and drafting to improve quality and capability across the team.
- Contribute to a respectful, inclusive and high-performing team culture.
- Share lessons learned and methodological improvements across the service line.
- Support the Director, FEA in strengthening team capability and cohesion.

## Continuous learning and development

- Maintain up-to-date knowledge of health, disability and aged care funding reforms, economic evaluation methods and Treasury guidance.
- Build personal technical expertise and contribute to the development of others.
- Share insights from external learning and sector developments with colleagues.

## Business development and Intellectual capital

- Contribute to, and/or lead proposal development, including methodology design, economic approach and workplans.
- Identify opportunities to extend existing engagements through high-quality delivery.
- Contribute to white papers, conference abstracts and internal methodological guidance notes.
- Strengthen HealthConsult's intellectual capital in costing and economic evaluation methodologies.

## Specialist Skills – Health Economics

- Advanced expertise in applied microeconomics, econometrics and economic evaluation methods, with the ability to adapt frameworks to complex policy and funding contexts.
- Demonstrated experience leading the design and delivery of cost-benefit, cost-effectiveness and budget impact analyses in health, aged care or disability settings, aligned to relevant Treasury guidance.
- Extensive experience developing, overseeing and quality assuring complex financial and economic models, including activity-based costing and pricing frameworks.
- Strong capability in designing, testing and critiquing counterfactual assumptions, attribution logic and scenario modelling approaches, ensuring transparency and defensibility.
- Advanced quantitative programming skills (e.g. R, Stata, Python, SQL or advanced Excel), with the ability to review and validate modelling work undertaken by others.
- Ability to translate complex modelling outputs into clear, structured and persuasive advice suitable for senior government stakeholders.
- Strong written communication skills, producing high-quality discussion papers, business cases and reports that integrate technical rigour with practical implications.
- Demonstrated ability to manage multiple complex analytical streams concurrently, balancing technical depth with project timelines and commercial considerations.

## Qualifications and experience

### Essential

- Postgraduate qualification (Master's or higher) in health economics or a related quantitative field.
- 6–8 years' experience in consulting, government or applied economic analysis roles.
- Demonstrated experience leading economic analyses or major analytical workstreams with minimal supervision.
- Experience supervising project teams and mentoring senior analytical staff.

### Desirable

- Experience applying State or Commonwealth cost–benefit analysis guidelines.
  - Experience working with large administrative health datasets.
  - Experience contributing to business cases or Cabinet-level submissions.
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This Position Description is intended to describe the general content of and requirements for the performance of this position. It is not an exhaustive statement of duties, responsibilities or requirements.

I have read and understood the duties and responsibilities required of me in this role.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_