

Position Description

Position Title	Health Economist	Reporting to	National Workforce Planner
Business Unit	Education and Training	Direct reports	Nil
Classification	Level F	Date	September 2025

Our Organisation

The Royal Australian College of General Practitioners (RACGP) is the voice of General Practitioners (GPs) in our growing cities and throughout rural and remote Australia. For more than 60 years, we've supported the backbone of Australia's health system by setting the standards for education and practice and advocating for better health and wellbeing for all Australians.

We cultivate a stronger profession by helping the GPs of today and tomorrow continue their professional development throughout their careers, from medical students and GPs in training to experienced GPs. We develop resources and guidelines to support GPs in providing their patients with world-class healthcare and help with the unique issues that affect their practices. We're a point of connection for GPs serving communities in every corner of the country.

Australia's GPs see more than two million patients each week, and support Australians through every stage of life. The scope of general practice is unmatched among medical professionals, so the RACGP supports members to be involved in all areas of care, including aged care, mental health, preventative care and Aboriginal and Torres Strait Islander Health.

Patient-centred care is at the heart of every Australian general practice and at the heart of everything we do.

Our Values

RACGP Employees are expected to uphold our workplace values:



Progressive leadership Forward thinking and proactive leaders who lead by example and empower employees to create and drive innovation



Quality Honouring our Organisational Vision and Mission Statement by constantly striving for excellence in service delivery and advancement in the field



Ethics Committed to acting with morality, integrity and transparency in serving the best interests of all stakeholders



Professionalism Dedicated professionals who respect and collaborate with others and are fully accountable for their actions.

Your Team

The RACGP delivers the community-based General Practice Training Program which is the specialist training program to train medical doctors in general practice as a key component of the Department of Health's Australian General Practice Training (AGPT) Program. The Health Economist is a member of the Workforce Planning team within the GP Training division of the RACGP.

Your Role

Reporting to the National Workforce Planner, the Health Economist is a key contributor to the RACGP's workforce strategy, providing advanced health economics expertise, modelling, and analysis. This role will evaluate policy options, training investments, and distribution strategies to ensure workforce planning is grounded in robust, data-informed, and evidence-based insights.

The Health Economist will play a pivotal role in shaping projects such as workforce supply and demand forecasting, cost-benefit analysis of workforce initiatives, and the economic evaluation of training and incentive programs. Success in this role requires strong consulting and/or government experience, with proven ability to influence decision-making through high-quality modelling and clear, actionable advice.

Key Responsibilities

- Conduct economic modelling of GP workforce supply, demand, and distribution, including scenario and sensitivity analyses.
- Provide cost-benefit, cost-effectiveness, and ROI analyses of workforce initiatives and policy options.
- Analyse large workforce datasets (AHPRA, HeaDSUPP, ABS, Medicare, training pipelines) and extract meaningful insights.
- Prepare clear, evidence-based reports, briefing papers, and submissions for government and sector consultations.
- Support the National Workforce Planner in developing the RACGP Workforce Strategy, including scenario planning and strategic projections.
- Maintain high standards of modelling transparency, reproducibility, and documentation, including QA and peer review processes.
- Collaborate with internal teams (Education, Insights, Advocacy) to integrate modelling into broader strategy and policy outputs.
Engage with external stakeholders, including government, workforce agencies, and universities, providing robust economic evidence to support policy dialogue.
- Mentor data analysts in economic modelling and applied workforce economics.
- Actively contribute to a culture of evidence-based planning and continuous improvement.
- Comply with all relevant workplace policies and procedures.
- Other duties as required

Qualifications and Experience

Essential

- Qualifications in economics, statistics, health economics, finance, workforce planning, public health or a related field.
- Minimum 3+ years' experience in consulting and/or state or national government, with a strong focus on health economics, workforce planning, or policy analysis.
- Demonstrated expertise in economic modelling, including cost-benefit and scenario analysis.
- Strong knowledge of Australian health workforce or health system data (AHPRA, HeaDSUPP, ABS, Medicare).
- Proven ability to prepare clear, evidence-based reports and recommendations for senior decision-makers.
- Experience applying cost-benefit or cost-effectiveness analysis to health workforce or health service initiatives.
- Excellent communication skills, with a track record of presenting complex findings to both technical and non-technical audiences.

Highly Desirable

- Postgraduate qualification in health economics, economics, public policy, or public health.
- Experience in health workforce planning, particularly in general practice or primary care.
- Prior experience engaging with senior government stakeholders and policy processes.
- Familiarity with workforce planning tools (e.g. Power BI, Tableau, GIS, R, Python).

Your Relationships

This role requires extensive collaboration with both internal colleagues and external stakeholders.

Internal

- GP Training Workforce Planning team
- GP Training Operations team
- Advocacy, Policy and Research team
- Accreditation team
- Data Integrity team
- BI and TMS teams
- RACGP Board Members and Committees
- Faculty Chairs and Councils
- Chief Education and Training Officer
- Executive Leadership Team
- RACGP team members across all functions

External

- RACGP members and practice groups
- Rural Workforce Agencies
- Primary Health Networks (PHNs)
- Commonwealth and State/Territory health departments
- Universities, Rural Clinical Schools, and Regional Training Hubs
- Hospitals and health service networks
- Medical Deans Australia and New Zealand
- Professional bodies (e.g. ACRRM)
- Academic and research partners