

Learn and Leap Opportunity Physicist

**6-month term, 2-3 days per week
Staff development opportunity**

About the position

The ANSTO Detection and Imaging (AD&I) business unit are offering the opportunity for a physicist to develop their skills in gamma spectroscopy and radiation detection/imaging technologies.

The AD&I business unit develops and commercialises innovative radiation detection technologies, as well as providing scientific & technical advice on the detection of ionising radiation, on behalf of ANSTO, to our stakeholders in Government.

The successful applicant will gain experience and knowledge in the detection of ionising radiation and learn and develop skills in gamma spectroscopy analysis and application of radiation detection and imaging technologies within the commercial and national interest fields.

AD&I are looking for someone who can:

- Develop knowledge and experience in radiation detection physics to assist in the development of new radiation detection concepts.
- Assist in the provision of scientific knowledge to ensure the trusted advice and specialised service meets customer requirements.
- Assist in solving scientific problems by seeking knowledge and alternative solutions.
- Support staff within the team with the overall aim of advancing team capabilities.

This is a Band 4/5 position: There will be no additional remuneration on offer for this position as this is a training and development opportunity.

An employee should take into consideration their current capacity before expressing an interest in a Learn and Leap Opportunity (LLO). This principle will also be used in the consideration of LLO applications. Employees must discuss the LLO with their manager to facilitate a discussion regarding availability and their career planning prior to expressing an interest.

Skills and Experience

Preferred candidates will have the following skills, experience and/or qualifications:

- Degree in Physics, Mathematics, Engineering or equivalent experience.
- Knowledge of the interaction of ionising radiation with matter and its detection.
- Knowledge of ionising radiation measurement techniques and the associated nucleonic equipment.



- Demonstrated experience developing innovative solutions for technical, scientific or engineering problems.
- Demonstrated computational skills (use of Matlab desirable).
- Ability to apply mathematical methods.
- Ability to analyse, interpret and report scientific findings.
- Ability to develop and maintain productive working relationships.
- Good verbal communication skills with the ability to communicate clearly.

How to Apply

For further information please view the LLO Package, contact Lennon Petkovic or the Talent Acquisition Team on extension 9912.

Applications must be submitted online.

Expressions close: 10 January 2022

Application Form Questions

Responses to the below questions will be used by the Manager of this position when evaluating your expression of interest.

Item	Question
1.	Why are you interested in this opportunity and how is this a good development opportunity for you?
2.	The information you provide in this section will be used to assess your suitability. Please give clear examples where your knowledge, qualifications, skills, and experience match with the requirements listed in the position advertisement?
3.	If you had successfully completed this opportunity, what skills would you like to bring back to your current position once you have successfully completed this program (i.e. how will your current business area benefit from the skills you have learned)?
4.	One of the principles of the Learn and Leap Program is that it will facilitate career opportunity and enable discussions between you and your manager. What discussions have you had with your manager regarding this opportunity?

The Learn and Leap Opportunity (LLO) Program Guideline

The Learn and Leap Opportunity (LLO) Program enables employees to register interest in short term developmental opportunities which can broaden their skills and experience and in the longer term, potentially enhance their career opportunities. The LLO also helps in providing the organisation with a flexible workforce.

The LLO provides the employee with the opportunity to gain new skills and may involve on-the-job or specific training. LLO's may arise through a variety of situations:

- An employee goes on long service leave – this could create an opportunity for another employee to develop their skills within this role.
- Excess work has been identified within the division and an additional workforce is required for a short term period

An employee's salary is not affected by a LLO – it is purely an opportunity for an employee to gain additional experience and skills which may assist them at a later stage in their career. At the conclusion of their participation in a LLO an employee returns to their substantive role, conditions and tenure.

Each LLO will be for a specified duration which may range from short term periods or alternatively be a more intermittent arrangement (e.g. 2 hours per day). It is generally expected that the LLO opportunity will not extend beyond a maximum period 6 months from the commencement of the program. Examples of term application i.e. 12 weeks full time, 24 weeks at 2.5 days per week etc.

Management will register a LLO when it aligns with their operational requirements. The LLO is required to be approved by the General Manager/Institute Heads and will be discussed in referred to Human Resources. The LLO Manager is responsible for submitting formal LLO requests, assessing applications, discussing and negotiating appropriate sharing/transfer/rotation arrangements with the incumbent's Manager.

Employees wishing to apply for an LLO must discuss the opportunity with their Manager prior to applying for an advertised LLO in order to facilitate a discussion which takes into consideration their current work capacity and local operational requirements. Due to the nature of their engagement, casual employees are not eligible for participation in the LLO program. Additionally a LLO cannot be used to extend the term of an employee.

The Manager of the employee requesting to participate in the LLO must take into consideration capacity levels of their division before agreeing to the arrangement as there is an expectation positions will not be backfilled.

Once agreement has been reached with all stakeholders, the arrangement will be confirmed in writing by HR and will confirm the specific outcomes, expectations, start and finish dates and time allocation of the LLO.

A LLO will not to be used for an identified vacancy (on-going work). Should the LLO develop into a vacancy, the process for filling vacancies identified in the Recruitment and Selection Handbook will be followed.

All Managers are responsible for considering development opportunities for their staff and encouraging their employees to be proactive in their career development.

Process for LLO Recruiting Managers:

