

POSITION DESCRIPTION

Position Title: Nuclear Decommissioning Characterisation Leader

Cluster / Business Unit / Division: ANSTO Maintenance and Engineering

Section or Unit: AME Decommissioning Program

Reporting to: Alec Kimber

Opportunity: 1 year (with potential for renewal)

POSITION PURPOSE

The Nuclear Decommissioning Characterisation Leader will report to the Decommissioning Program Manager within AME's Engineering Delivery & Special Projects Section. Although the position has no direct reports the role will undertake project leadership role within the program with a strong focus on the supervision and guidance of project team members including engineers and other technical staff. Part of the long-term strategy of the AME Decommissioning Team is to be recognised as experts in Nuclear Decommissioning and the Nuclear Decommissioning Characterisation Leader will support the team in achieving this objective through the implementation of international best practices and continuous improvement initiatives.

The Nuclear Decommissioning Characterisation Leader will provide knowledge and guidance to the AME Decommissioning Program and apply expert judgement throughout the planning and execution of decommissioning works.

The position is required to lead the development and enhancement of the AME Decommissioning team's capabilities in the following areas:

- Practical application of ANSTO's radiation protection, workplace health and safety procedures to AME decommissioning projects
- the planning and execution of radiological facility surveys or contaminated land surveys,
- the planning and execution of hazardous material surveys within nuclear or contaminated facilities
- the planning and implementation of decommissioning waste management plans and waste characterisation plans which employ international best practices and comply with statutory and regulatory guidelines.
- Development of relevant decommissioning licence application documentation to enable project progression through to final facility demolition and clearance from regulatory control.

ORGANISATIONAL ENVIRONMENT

ANSTO is the national organisation for nuclear science and technology. We focus on undertaking leading edge research, delivering innovative scientific services, and providing specialised advice to government, industry, academia and other research organisations.

ANSTO leverages great science to deliver big outcomes. We partner with scientists and engineers and apply new technologies to provide real-world benefits. Our work improves human health, saves lives, builds our industries and protects the environment. ANSTO is the home of Australia's most significant landmark and national infrastructure for research. Thousands of scientists from industry and academia benefit from gaining access to state-of-the-art instruments every year. ANSTO Maintenance and Engineering (AME) provides comprehensive project management, professional engineering, technical and safety and reliability services and support for both commercial and research areas of the organisation.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities:

- Consult with Radiation Protection Services and other internal and external stakeholder to develop and implement survey plans, characterisation plans and waste management plans and enable decommissioning or clearance activities to be conducted in accordance with ARPANS regulations, WMS and ARWA waste acceptance criteria.
- Participate in all aspects of decommissioning characterisation or waste characterisation activities from planning of facility characterisation surveys, sample collection preparation, processing and analysis, waste characterisation development and completion of Final Site Surveys.
- Provide leadership and drive the preparation of decommissioning licence application documentation as required
- Provide guidance to a team of project managers, engineers, scientists, professional officers and other laboratory or trade technicians.
- Prepare experimental work, undertake analysis and interpretation of experimental results, and prepare reports for regulatory review and approval and presentation at national and international fora. Write technical reports and development procedures for equipment usage, experimental practice and validation records and protocols.
- Contribute to, and at times lead the management of decommissioning activities while ensuring adherence to operational safety, security, legislative, regulatory and applicable standards compliance.
- Write work instructions, procedures, and safety documentation and ensure accurate records are produced and maintained, in accordance with quality, compliance and regulatory requirements.
- Build and interact with internal and external business partners and develop collaborative and strong working relationships, sharing knowledge and experience.
- Contribute to the conception and implementation of program projects to improve and expand capabilities with regards to internal customers and their ability to support current and future decommissioning activities.
- Undertake additional duties as required and during period of leave of other staff.
- Write safe work method statements and analyse risks and implement appropriate controls through consultation with various subject matter experts.

KNOWLEDGE, SKILLS AND EXPERIENCE

1. Postgraduate degree (PhD or masters level) in radiochemistry or similar discipline, or an equivalent experience in radiochemistry. [Essential]
2. Demonstrated ability to produce project outcomes, requiring the development of new chemical separation methods, analysis capabilities and undertake a review of industrial or scientific methodologies to ascertain their feasibility when applied to real waste characterisation problems. [Desirable]
3. Knowledge of internal waste management characterisation procedures [desirable]
4. Working knowledge and prior experience in utilising a variety of methods to determine elemental composition or radionuclide composition by applying a range of analytical techniques. E.g. X-ray Fluorescence (XRF), gamma spectrometry, liquid scintillation counting, Neutron Activation Analysis, Delayed Neutron Activation Analysis, Inductively coupled plasma mass spectrometry (ICP-MS). [Essential]
5. Proven ability to plan, setup, execute and present data with the objective to adhere to regulatory requirements and gain their approval to deliver desired outcomes. [desirable]
6. Demonstrated problem solving skills and analytical ability including obtaining and interpreting information and making specific recommendations and conclusions. [essential]
8. Ability to develop and maintain productive working relationship with a wide variety of staff, facility users and regulators. [Essential]
9. Demonstrated experience providing advice and support to facility officers, project managers and ability to communicate effectively with a co-operative disposition and a genuine desire to support and facilitate project managers and internal business partners to achieve outcomes which benefit the organisation. [desirable]

KEY RELATIONSHIPS

INTERNAL	
WHO	PURPOSE
Manager, AME Decommissioning Program (Line Manager)	<ul style="list-style-type: none"> • Provide guidance, direction, and expert advice • Deliver business outcomes within project budget constraints and in alignment with AME business plans & goals. • Report on compliance of a facility or site surveys and data on which they are based • Report on facility compliance, recommend, and gain approval for facility modifications, enhancements and improvements and process/procedure changes or improvements to allow better execution of decommissioning and waste characterisation activities • Escalate issues and propose solutions to ensure compliance with statutory regulations and guidelines • Provide regular updates on key tasks, issues and priorities
Radiation Protection Services	<ul style="list-style-type: none"> • Receive guidance, direction and advice on radiological risks, hazards, and safety assessments, • Provide expert advice and analysis • Contribute to group decision-making regarding processes, plans and goals • Provide support and work collaboratively to contribute to achieving program delivery outcomes • Collaborate and share accountability • Identify, negotiate, and resolve conflicts
NST platforms and research themes	<ul style="list-style-type: none"> • develop plans for new radiochemical separation capabilities and incorporate international best practices to support active decommissioning projects within the program. • develop business cases to support and fund new and improved waste or sample characterisation methods relevant to decommissioning projects. • Maximise utility of these and other internal partners to build expertise and capability • Provide advice and analysis • Collaborate and contribute to research projects relating to current and future decommissioning activities.
Manager, Regulatory Affairs	<ul style="list-style-type: none"> • Communicate project status and activities relating to regulated material and equipment.
ANSTO Business Development	<ul style="list-style-type: none"> • Identify and pursue commercial opportunities • Develop new partnerships and relationships across ANSTO's businesses to enhance ANSTO's international standing in decommissioning and characterisation activities
EXTERNAL	
WHO	PURPOSE
International Atomic Energy Agency	Apply and adhere to international best practices and guidance documentation
Australian Radiation Protection and Nuclear Safety Agency	To ensure satisfactory engagement and compliance with the ARPANS Act and regulations and other relevant guidance documentation.
New South Wales Environmental Protection Agency	Ensure ANSTO's records and project deliverables satisfy the requirements of the Radiation Control Act and associated regulations.
Comcare	Ensure ANSTO's records and project deliverables satisfy the requirements of the Work Health and Safety Act.
Department of Agriculture, Water and the Environment	Ensure ANSTO's records and project deliverables satisfy the requirements of the Environmental Protection and Biodiversity Act
Australian Safeguards Non-proliferation Office (ASNO)	Ensure ANSTO's records and project deliverables satisfy the requirements of the Nuclear Non-proliferation (Safeguards) Act