

POSITION DESCRIPTION

Position Title:	Post Doctoral Research Fellow
Cluster / Business Unit / Division	Nuclear Science & Technology
Section or Unit:	Environment
Classification:	Band 5 Level 3 (Early Career Category: Post Doctoral Fellowship)
Job Family:	Research
Position Description Number:	PD-2240
Work Contract Type:	Research
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The Post-Doctoral Research Fellow is responsible for performing research that contributes to ANSTO Projects by carrying out laboratory-based experimental work and writing reports or other forms of scientific publications.

ORGANISATIONAL ENVIRONMENT

Australian Nuclear Science and Technology Organisation (ANSTO) is home to Australia's most significant nuclear science and technology infrastructure. The Nuclear Science and Technology business unit focuses on undertaking leading edge research, delivering innovative scientific services and specialised advice to government, industry, academia and other research organisations.

The Environment Research Theme uses its nuclear expertise, capabilities and access to unique research infrastructure to support water resource management decisions, build capacity to understand how our environment is changing and inform the management of human impacts on the geosphere. Our vision is to provide environmental outcomes that benefit Australia and support a sustainable world. Our purpose is to understand and respond to environmental challenges through research programs focused in the areas of water resource sustainability, contaminant impacts and environmental change by using our unique nuclear science expertise and capabilities. In the research theme, we undertake high impact environmental research for national benefit to provide evidence-based scientific advice for the sustainable management of water resources in Australia.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

The key accountabilities for this position include:

- Initiate and conduct scientific research aligned with Environment strategic plan by seizing opportunities for innovation and creativity.
- Take research ideas through to conclusion by looking at solutions, investigating alternatives and selecting preferred options with the aim of producing scientific outputs and contributing to planned project outcomes.
- Undertake laboratory work and associated training that is required for delivering high-quality research outputs.
- Liaise with industry partners, collect specific information on client requirements, present reports to clients and collect their feedback.
- Work collaboratively with senior researchers within Environment, and interact constructively with researchers and technical personnel from across ANSTO to advance the requirements of specific projects.

- Publish scientific results and develop personal professional networks with other local, national and international research groups and industry.
- Communicate the results of research both within ANSTO and across the scientific community.
- Contribute to applications for funding through external grant bodies and potential clients.
- Uphold ANSTO's code of conduct.
- Undertake additional duties as required and during period of leave of other staff.

Decision Making

- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the NSTLI Research strategy and Environment strategic plan provide the context for the position.
- The position works within a framework of legislation, policies, professional standards and resource parameters. Within this framework the position has limited independence in determining how to achieve objectives of the unit
- The position is fully accountable for the accuracy, integrity and quality of the content of advice provided, and is required to ensure that decisions are based on sound evidence.
- Determine own work priorities, methods and approaches within the context of agreed work plans and will consult with the line manager on issues that have an impact on the project or research theme.
- The levels of authority delegated to this position are those approved and issued by the Chief Executive Officer. All delegations will be in line with the ANSTO Delegation Manual AS-1682 (as amended or replaced).

Key Challenges

The major challenges for this position include:

- Pro-activity in keeping up to date with best practice and new techniques/ technologies in the field.
- Exercise sensitivity to the complexity of varying challenges and competing priorities and look to find innovative ways of seeking out possible alternative solutions.
- Willingness to challenge established ways of working in favour of more productive approaches
- Undertaking field work and collecting samples from remote sites.
- Developing and expanding reputation and expertise in advancing knowledge related to Environmental research across Australia.
- Establishing communication and knowledge sharing networks with internal and external collaborators, potential clients, and stakeholders.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager/Executive	<ul style="list-style-type: none"> • Receive guidance and direction • Provide expert, authoritative and evidence based advice
Work area team members	<ul style="list-style-type: none"> • Provide advice and analysis on a full range of testing and analytical techniques • Contribute to group decision making processes, planning and goals • Collaborate and share accountability
Direct Reports	<ul style="list-style-type: none"> • No direct reports
NSTLI platforms	<ul style="list-style-type: none"> • Work with peers to design and implement experimental plans under the scope of approved projects
External	
Industry	<ul style="list-style-type: none"> • Provide expert, authoritative and evidence based advice

- Report on work outcomes, outputs and results and project contribution and status.
- Build relationships, ensuring effective communication of commercial and research results and to allow collection of data and continued business.

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to Water Resources Sustainability Program Manager
Direct Reports	Nil
Indirect Reports	Nil
Special / Physical Requirements	
Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	May be required travel to ANSTO sites from time to time Infrequent travel to meet clients within Australia Some travel to workshops and conferences internationally and nationally
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Standing for long periods Public speaking Wearing personal protective equipment for the handling of hazardous and/or radioactive materials Working in laboratory environments
Radiation areas:	Might be required to work in radiation areas under tightly regulated conditions Might perform duties in an area where radioactive materials are handled under tightly controlled safety conditions Perform duties with and in an area where hazardous chemicals or materials are handled under tightly controlled safety conditions
Hours:	Willingness to work extended and varied hours based on operational requirements After hours work may be required for short and infrequent periods
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements
Workplace Health & Safety	
Specific role/s as specified in <u>AG-2362</u> of the ANSTO WHS Management System	All Workers Officer (definitions found in appendix 1 of AG-2362) Group Executive / General Manager Managers / Leaders / Supervisors Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties

ORGANISATIONAL CHART


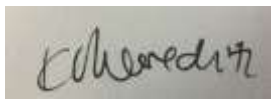
Refer to published Organisational Chart

KNOWLEDGE, SKILLS AND EXPERIENCE

1. PhD in Environmental Geology, Environmental Science, Hydrogeology or related discipline.
2. Experience in water and soil sample collection and preparation techniques, and practical experience in preparation of samples for analyses.
3. Experience in one or more of the following: hydrochemical evaluation of groundwater resources, use of novel isotopes and age tracers (such as radiocarbon and tritium) in groundwater.
4. Experience in data processing, statistical analysis and Geographical Information Systems.
5. Demonstrated ability to perform independent cutting-edge research, with an excellent publication track record commensurate with experience and opportunities.
6. Proven experience in the development and maintenance of productive research relationships and networks.
7. Experience in and willingness to follow policy, procedures & guidelines
8. Demonstrated personal qualities that will add value to the work group

VERIFICATION

This section verifies that the line manager and appropriate senior manager/executive confirm that this is a true and accurate reflection of the position.

Line Manager	Delegated Authority
Name: Patricia Gadd	Name: Karina Meredith
Title: Water Resources Sustainability Program Manager, Environment	Title: Leader, Environment
Signature: 	Signature: 
Date: 7/9/2022	Date: 31/8/2022

Appendix 1

ANSTO Job Families
Accounting & Finance
Administration
Communications & Marketing
Compliance & Regulation
Engineering and Technical
Human Resources
ICT & Digital Solutions
Information & Knowledge Management
Legal
Manufacturing
Monitoring & Audit
Operations
Organisational Leadership
Project & Program
Research
Science
Security & Intelligence
Senior Executive
Service Delivery
Strategic Policy
Trades & Labour