



POSITION DESCRIPTION

Position Title:	Principal Radiochemist (Radioisotopes Manager)
Cluster / Business Unit / Division	Nuclear Science & Technology
Section or Unit:	Biosciences
Classification:	Band 7
Job Family:	Research
Position Description Number:	PD-2080
Work Contract Type:	Science / Research
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The primary objective of the Principal Radiochemist (Radioisotopes Manager) is to support the development and translation of ANSTO's research radioisotopes. The position will manage and undertake development and optimisation work to enable the provision of radioisotopes for research applications. The position supports users, collaborators and partners across NST, ANSTO Nuclear Business, the nuclear medicine community, universities and industry, and builds productive national and international networks.

ORGANISATIONAL ENVIRONMENT

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.

Nuclear Science & Technology (NST) incorporates ANSTO's research, innovation, landmark research infrastructure and associated platforms and capabilities. NST conducts research and development in relation to nuclear science and technology and connects people, transfers knowledge, and provides nuclear-based products and services for the benefit of Australia.

The Research Infrastructure portfolio consists of platforms established on scientific infrastructure and capabilities, with a number of the platforms categorised as landmark infrastructure. This includes a range of scientific assets, infrastructure, capability development and delivery for multi-decadal, multi-disciplinary, multi-user platforms for a collaborative user community and for internal research and development endeavours.

Biosciences is a Research Infrastructure platform which includes facilities and capabilities organised into three groups – Radiochemistry, Irradiations, and Biology & Preclinical Imaging. The platform partners with pharmaceutical, biomedical and medical devices companies to bring new products and methods to market. It collaborates with the NST Human Health research theme to develop greater understanding of disease states, diagnosis and treatment, assists in optimising ANSTO Nuclear Business production methods and develops new and improved methods of deploying landmark infrastructure and nuclear methods for the benefit of partners, collaborators and customers.

The radiochemistry group provides a wide range of capabilities to enable the radiochemistry research and development team to deploy the delivery of radiopharmaceuticals, radioisotopes, advanced manufacturing methods and radioisotope separations. The Radioisotopes group works in close cooperation and collaboration with internal radiochemistry, imaging, biology, material science, and Reactor Operations teams to deliver a diverse range of radioisotopes and radiotracers to users.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Provide specialist expertise in radioisotopes separation and automation to improve or renew radioisotope manufacture, leading to the delivery of new radioisotopes or technologies.
- Assist with the identification of new radioisotopes separation, manufacturing solutions and improvements. Research information, analyse issues, draw accurate conclusions based on evidence, and provide links between issues to break them down to weigh up options. Explore possibilities to identify solutions and to anticipate problems.
- Support the translation of new radioisotope manufacturing processes for product commercialisation or clinical research provision. Evaluate, validate, and execute new and improved manufacturing methods for routine supply of radioisotopes, using sound knowledge of the principles of Good Manufacture Practice (GMP).
- Drive the creation and development of technologies that support sustainable separation and manufacture of medical radioisotopes, which includes proposing research or development programs, negotiating resources, development of work plans and ensuring completion of activities.
- Manage the Radioisotopes team through appropriate staff, resource and project management in a manner that reflects and achieves the present and future directions of ANSTO, including responsibility for setting objectives, managing performance, and conducting performance assessment and career development.
- Responsible for the management of radioisotope laboratories and equipment through an asset management framework and assist with the capital development program to ensure the availability and utilisation of capabilities, meeting operational safety, security, sustainability and compliance requirements within applicable standards, legislation, and regulations.
- Responsible for the development and maintenance of quality, safety, and compliance programs. Write SRA, SWMES, work instructions and procedures for equipment usage and for safe experimental practice, validation records and protocols. Ensure equipment is used properly, safely and in accordance with ANSTO policies and procedures.
- Develop and maintain extensive national and international networks to represent ANSTO and identify and secure collaborative research opportunities with strategic partners including international government radiochemical research and manufacturing laboratories, universities, and industry.
- Lead the preparation of scientific reports, publish papers, reports, patents, and abstracts, presenting results in national and international forums.
- Undertake additional duties as required and during period of leave of other staff.

Decision Making

- The ANSTO values, organisational corporate plan, integrated business planning process, the NST strategic plan and the Biosciences business plan provide the context for the position.
- Determine key work priorities and methods for the Radioisotopes team within the context of agreed work plans and in consultation with the Manager, Radiochemistry and other radiochemistry capability managers.
- The position is fully accountable for the accuracy, integrity and quality of advice provided, ensuring that decisions are based on sound evidence, but at times may be required to make effective judgements under pressure or in the absence of complete information or expert advice.
- The position works within a framework of legislation, policies, professional standards, and resource parameters.
- 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

- Building effective and productive networks across ANSTO and externally.
- Keeping abreast of recent advances in radioisotopes separations and manufacture, laboratory management, quality systems and radiation safety, ensuring continual improvement, implementation of best practice and maximising the user experience.
- Balancing operational and strategic demands in highly complex, heavily regulated, and dynamic environment to ensure successful delivery of agreed objectives.
- Understanding and balancing the different expectations from a variety of users, collaborators, and partner communities, particularly ANSTO nuclear medicine businesses and the external nuclear medicine community.
- Working in a complex environment on parallel projects, achieving results within tight constraints on time, resources, and finances.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager, Radiochemistry	<ul style="list-style-type: none"> • Receive broad guidance and direction. • Receive performance requirements consistent with the business plan and objectives. • Report on compliance of the instrumentation. • Provide advice on operational and capital budgetary requirements. • Recommend and gain approval for facility modifications, enhancements, improvements, and process/procedure changes or improvements. • Escalate issues and propose solutions. • Provide regular updates on key tasks, issues, and priorities. • Provide expert, authoritative and evidence-based advice.
Radiochemistry and Nuclear Medicine Team Members	<ul style="list-style-type: none"> • Determine work priorities. • Deliver to the business plan. • Lead team members and work collaboratively to contribute to the delivery of high impact outputs. • Provide expert scientific advice, analysis, and leadership. • Influence and shape group decision making processes, planning, and goals. • Collaborate and share accountability. • Identify and negotiate solutions to conflicting demands on resources.
Direct Reports	<ul style="list-style-type: none"> • Provides guidance, direction and advice. • Provides performance requirements consistent with business plans and objectives. • Monitor and evaluate performance. • Provide regular updates on key tasks, issues and priorities. • Allocate tasks, set task priorities to ensure smooth and effective operation of laboratory and maximise user experience.
Internal researchers, facility users and capability providers	<ul style="list-style-type: none"> • Collaborate and share knowledge. • Provide expert advice, analysis, guidance, and support. • Monitor trends and progress against agreed project plans and develop strategies to ensure project delivery. • Provide user supervision and ensure safety, regulatory and quality compliance.

	<ul style="list-style-type: none"> Negotiate access to OPAL irradiation facilities and associated support services.
External	
ANSTO Nuclear Medicine and NST Subject Matter Experts	<ul style="list-style-type: none"> Collaborate and share knowledge. Provide expert advice, analysis, and leadership.
Nuclear medicine community, universities, industrial business entities, national and international research organisations, post graduate and undergraduate students	<ul style="list-style-type: none"> Provide expert advice and analysis Build effective and productive networks Identify opportunities for productive engagement and facilitate access Ensure safety and regulatory compliance Provide training and supervision while using ANSTO's facility

POSITION DIMENSIONS

Staff Data	
Reporting Line	Radiochemistry Group Manager
Direct Reports	1 Senior radiochemist, 2 Radiochemists
Indirect Reports	1 Laboratory automation officer

Special / Physical Requirements	
Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	Operational needs may require temporary and/or periodic assignments at collaborative partner facilities within Australia or training assignments both nationally and internationally.
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Laboratory facility physical requirements (manual handling, standing for long periods, operating machinery & equipment) Wearing personal protective equipment for the handling of hazardous and/or radioactive materials
Radiation areas:	Will be required to work in radiation areas and undertake duties in an area where radioactive materials are handled under tightly regulated and controlled safety conditions Perform duties with and in an area where hazardous chemicals or materials are handled under tightly controlled safety conditions Perform duties in an area where radioactive materials are handled under tightly controlled safety conditions
Hours:	Willingness to work extended and varied hours based on operational requirements
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements

Workplace Health & Safety	
	All Workers

Specific role/s as specified in
AG-2362 of the ANSTO WHS
Management System

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 radiochemistry, inorganic, organic or medicinal chemistry or pharmaceutical sciences.
2. Extensive knowledge and experience with the manufacture of radioisotopes and or radiopharmaceuticals, their development and radioanalytical measurement.
3. Significant experience and knowledge in the development of radioisotope separations and manufacture procedures, their characterisation and analysis.
4. Demonstrated ability in leading and managing staff, including coaching and mentoring skills. Provide constructive feedback on performance, as well as give advice and guidance on ways of developing skills, knowledge, and experience.
5. Good project management experience, including the co-ordination of the work of other staff, effective deployment of resources, ability to manage multiple parallel tasks, priority management and organisational skills.
6. Proven experience ensuring own and work of others complies with quality, safety, standards, regulatory and statutory requirements ideally gained through working within a highly regulated manufacturing environment.
7. Demonstrated high level interpersonal, communication and negotiation skills with the capacity to influence key decision-makers.
8. Demonstrated experience to develop and maintain productive working relationship with a wide variety of staff, commercial and academic partners, and regulators.
9. Demonstrated research leadership and publication track record in radiopharmaceutical and/or radioisotope manufacturing method development.

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:	Ivan Greguric	Name:	John Bennett
Title:	Manager, Radiochemistry	Title:	Leader, Biosciences
Signature:		Signature:	
Date:		Date:	

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