



## POSITION DESCRIPTION

<b>Position Title:</b>	System Engineering Manager
<b>Cluster / Business Unit / Division</b>	Nuclear Operations and Nuclear Medicine
<b>Section or Unit:</b>	Nuclear Medicine
<b>Classification:</b>	Band 7
<b>Position Description Number:</b>	PD-2283
<b>Job Family:</b>	Engineering & Technical
<b>STEMM/NON-STEMM:</b>	Engineering
<b>Work Contract Type:</b>	Professional

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### POSITION PURPOSE

The primary purpose of the System Engineering Manager is to lead systems engineers in delivering outstanding asset performance. This role significantly contributes to the objectives supporting safe, secure and sustainable supply of nuclear medicine.

The role is responsible for the delivery specialised Nuclear Medicine asset performance objectives in a 24x7 operating environment across four nuclear manufacturing facilities. As a role model of ANSTO's values, you lead a team multi-disciplined system engineers, as well as the client to the ANSTO's centralised project engineering team, ensuring our manufacturing facilities operate within our compliance obligations and the expectations of our business, teams and customers.

### 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 Nuclear Medicine, 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 Medicine is engaged in the manufacture and sales of radiopharmaceutical and radiochemical products. Manufacturing is based upon the GMP Code of Manufacturing, where processes must meet certain standards and Quality Control (QC) is essential and also on just-in-time principles, where all processes are extremely time-critical.

Nuclear Medicine has a dominant market share position in Australia and is expanding into the global market. Nuclear Medicine Products operates under external regulatory requirements such as ISO 9001, ARPANSA and TGA, within ANSTO's procedural framework and in oversight by the ANSTO Board. Over 500,000 Australian patients benefit from Nuclear Medicine Products radiopharmaceuticals annually.

### ACCOUNTABILITIES & RESPONSIBILITIES

#### Key Accountabilities

- Development, maintenance and execution of asset reliability strategies across Nuclear Medicine using the Reliability Centred Maintenance (RCM) methodology
- Contribute to the development, maintenance and delivery of the asset management plan compliant with ISO55000 to ensure the strategic goals of the facility are met
- Lead the day-to-day systems engineering operations of Nuclear Medicine consistent with its compliance obligations, workforce plan, operational objectives and financial budgets, thus ensuring deliver of excellence as assessed by the business balanced scorecard and key performance indicators.
- Management of the team's human resources through selection, training, development, performance management and review, recognition and coaching/mentoring of direct and indirect

employees. Ensure the sustainability of the function through effective succession and workforce planning, talent management and employee development activities.

- Partner closely with maintenance, operational, supply chain and quality teams to ensure the whole of asset life is incorporated into strategic planning and tactical execution
- Contribute to the development and delivery of the capital works program to maintain facility performance levels and reliability at a world-class standard and ensure all KPI's are met.
- Intelligent and active customer for projects delivered by centralised ANSTO group
- Assist with the development of plans and processes for the installation and operation of new nuclear medicine products and capabilities.
- Engage in complex cross functional problems through a systematic, risk based approach.
- Engage and exchange knowledge and experience from other areas of ANSTO, other industries and domestic and international networks to deliver ensure best practices are identified and integrated into Nuclear Medicine systems and works
- Undertake additional duties as required and during period of leave of other staff.

### Decision Making

- Safe and compliant asset performance as required by regulators such as ARPANSA and TGA
- Management of technical issues for direct and dotted line reports
- Matters relating to execution of delegated integration activities
- Operational matters relating to resources, proposals, new initiatives, projects, priorities, budgets, timelines etc. within the areas of responsibility that may be escalated to the role.
- Development opportunities and training for direct reports
- Performance related matters
- 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

- Leading a multi-disciplined, direct and indirect system's engineering team supporting a 24x7 manufacturing operation of different needs, maturity and expectations
- Sustained delivery of the asset performance standards in both ageing and new infrastructure
- Initiate and manage change, allocate resources effectively, identify and manage risks
- Delivering very high customer service levels in a "no inventory" short life supply chain
- Ensuring compliance obligations across TGA, ARPANSA, ASNO, ANSTO and other agencies are delivered in full everyday
- Building the engagement and capability of the diverse team

### KEY RELATIONSHIPS

Who	Purpose
<b>Internal</b>	
General Manager	<ul style="list-style-type: none"> <li>• Monthly for discussions on asset performance, challenges and opportunities operational</li> </ul>
Head of Engineering	<ul style="list-style-type: none"> <li>• Daily to enable facility-wide decision making and direction.</li> </ul>
Senior Leadership Team	<ul style="list-style-type: none"> <li>• Delegate for Head of Engineering</li> </ul>
WHS Committee	<ul style="list-style-type: none"> <li>• Monthly to maintain oversight and review of safety matters</li> </ul>
Operations Manager/Project Office/Governance Group (PGG)	<ul style="list-style-type: none"> <li>• As required, supporting the delivery of the capital program</li> </ul>

WHS, Radiation Safety, Environmental Sustainability and Emergency Planning Committees	<ul style="list-style-type: none"> <li>As the management representative on these committees</li> </ul>
ANSTO Finance and Procurement Team	<ul style="list-style-type: none"> <li>Monthly expenditure, forecasting and budgeting reviews</li> </ul>
ANSTO HR Team	<ul style="list-style-type: none"> <li>As required</li> </ul>
Work area team members	<ul style="list-style-type: none"> <li>Provide expert advice and analysis on a full range of matters,</li> <li>Contribute to group decision making processes, planning and sales goals,</li> <li>Collaborate and share accountability,</li> <li>Negotiate and resolve conflicts,</li> <li>Work closely with and provide support to ongoing Projects.</li> </ul>
Direct Reports	<ul style="list-style-type: none"> <li>Provide leadership, guidance and support</li> <li>Set performance requirements and manage performance and training development</li> <li>Engage to monitor trends, performance and progress against the strategic plan and evaluate further support which may be required to ensure delivery against the plan</li> </ul>
Internal Stakeholders	<ul style="list-style-type: none"> <li>ANSTO Service Providers</li> <li>Monitor KPIS</li> </ul>
<b>External</b>	
Asset Management Forums, external partners	<ul style="list-style-type: none"> <li>Seek out external best practices for adoption into ANSTO</li> <li>Build partnerships with external industries</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Provide input to KPIS and Service Level Agreements (SLA)'s</li> </ul>
Industry Regulators - ARPANSA	<ul style="list-style-type: none"> <li>Asset compliance with ARPANSA licences within areas of responsibility</li> </ul>
Licensing Authorities - TGA	<ul style="list-style-type: none"> <li>Asset compliance with TGA and GMP code within areas of responsibility</li> </ul>

## POSITION DIMENSIONS

<b>Staff Data</b>	
Reporting Line	Head of Engineering, Nuclear Medicine
Direct Reports	Up to 6-8 Systems Engineers
Indirect Reports	Nil

<b>Financial Data (2022/2023)</b>	
Revenue / Grants	n/a
Operating Budget	n/a
Staffing Budget	Included into annual Nuclear Medicine budget
Capital Budget	n/a – incorporated into overall Nuclear Medicine budget (\$90M, 5 yrs)
Assets	\$TBD M

<b>Special / Physical Requirements</b>	
Location:	<ul style="list-style-type: none"> <li>Lucas Heights</li> <li>Working in different areas of designated site/campus as needed</li> </ul>
Travel:	<ul style="list-style-type: none"> <li>May be required to travel to ANSTO sites from time to time</li> <li>May be required to travel both internationally and nationally from time to time</li> </ul>

Physical:	<ul style="list-style-type: none"> <li>• Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer)</li> <li>• Public speaking</li> <li>• Wearing personal protective equipment for the handling of hazardous and/or radioactive materials</li> </ul>
Radiation areas:	<ul style="list-style-type: none"> <li>• May be required to work in radiation areas under tightly regulated conditions</li> <li>• Perform duties in an area where radioactive materials are handled under tightly controlled safety conditions</li> <li>• Perform duties with and in an area where hazardous chemicals or materials are handled under tightly controlled safety conditions</li> </ul>
Hours:	<ul style="list-style-type: none"> <li>• Willingness to work extended and varied hours based on operational requirements</li> <li>• After hours work will be required on a regular basis</li> </ul>
Clearance requirements:	<ul style="list-style-type: none"> <li>• Satisfy ANSTO Security and Medical clearance requirements</li> <li>• Obtain and maintain appropriate federal government clearance</li> </ul>

### Workplace Health & Safety

Specific role/s as specified in <a href="#">AG-2362</a> of the ANSTO WHS Management System	<p>All Workers</p> <p>Managers / Leaders / Supervisors</p> <p>Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties</p>
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## ORGANISATIONAL CHART

On File

## KNOWLEDGE, SKILLS AND EXPERIENCE

1. Degree or higher-level qualifications within an engineering discipline.
2. Extensive experience leading and managing asset reliability activities and diverse teams within the FMCG/Pharmaceutical or similar manufacturing industry to achieve desired organisational outcomes and optimal work performance.
3. Experience delivering results within a complex and highly regulated environment
4. Demonstrated personal commitment to safety and quality and the ability to initiate, manage and deliver significant change in safety and performance culture
5. Reliance and demonstrated ability to collaborate and lead continuous improvement efforts.
6. Strong project management, organisational, planning and consulting skills.
7. Authentic leadership style with advanced strategic thinking, being able to effectively communicate with and influence key stakeholders and senior leaders.
8. Outcome-oriented and comfortable operating within a complex global GMP environment.
9. Ability to deliver sustainable results using industry best practices
10. Ability to connect to a network of industry thought leadership
11. Experience coaching, developing and mentoring staff and allocating resources effectively to deliver organisational outcomes and divisional KPI's
12. Demonstrated ability to identify, manage and mitigate risks through risk contingency planning.

**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.

<b>Line Manager</b>		<b>Delegated Authority</b>	
Name:	Ian Martin	Name:	Pamela Naidoo-Ameglio
Title:	General Manager, Nuclear Medicine	Title:	GE NONM
Signature:		Signature:	
Date:		Date:	