



POSITION DESCRIPTION

Position Title:	Environmental Scientist
Cluster / Business Unit / Division	Nuclear Science & Technology and Landmark Infrastructure - Research
Section or Unit:	Environment – Water Resources Sustainability Research Program
Classification:	Band 5
Job Family:	Research
Position Description Number:	PD-1275
Work Contract Type:	Research
STEMM/NON-STEMM:	STEMM
STEMM CATEGORY:	Research and Sciences

POSITION PURPOSE

The primary objective of the Environmental Scientist is to undertake research in the specialist field of isotope chemistry, isotope hydrology, environmental chemistry and soil science, which supports the research outcomes of the Environment Research Theme by providing experimental data, related chemical and isotopic analysis and sample characterisation information to hydrology research projects aimed at a getting a better understanding of water resources in Australia.

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.

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.

NST's Research Portfolio undertakes world class applied and translational research utilising nuclear techniques to foster innovation in research and development programs to enhance ANSTO's contribution to supporting a sustainable and healthier future for our planet and people everywhere. The Research Portfolio consists of research themes that define the broad subject areas of research with underlying research programs that are focussed activity groupings that contribute to the overall objectives of the research theme and also conducting research sub-programs within platforms. The Research Themes are Environment, Human Health and Nuclear Fuel Cycle.

Environment Research Theme utilises ANSTO's world-class expertise and nuclear-based capabilities, to undertake research to address some of Australia's (and the world's) most challenging environmental (& economic) problems in water resources sustainability, environmental change and contaminant impacts. By using nuclear techniques, ANSTO is well position to fill critical data and knowledge gaps, which will inform sustainable management strategies and capacity to respond to these environmental challenges. The research theme closely aligns with Australia's National Research Priorities, and particularly consists of environmental modellers, paleo-environmental scientists, hydro/geochemists, atmospheric scientists, AMS specialists, ecologists as well as professional officers, researchers, post-docs and students.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Utilise specialised knowledge and expertise in isotope chemistry, environmental chemistry and soil science to undertake research and thereby contribute to the Environment Research Theme's strategic research outcomes.
- Plan, setup and complete experiments. Provide experimental and analytical results, as well as assessment and interpretation of data.
- Produce analytical reports in preparation for distribution to clients.
- Ensure the ongoing quality of experimental results, including ensuring laboratory and field equipment is maintained and calibrated appropriately.
- In consultation with the Program Managers, develop new experimental programs that fit within the strategic research objectives of the Theme.
- Develop and establish laboratory procedures and ensure WHS and regulatory requirements are followed.
- As a project team member or independently support the research of the Environment Research Theme programs and projects.
- Contribute to leading edge scientific research, by working with scientists, leading towards publications of developments and knowledge in internationally recognised journals and presentations at conferences.
- Utilise research networks to coordinate and collaborate with local, national and international scientists to produce research outcomes.
- Support WHS, Quality, and other activities and demonstrate quality procedures and outcomes in work performance.
- Ability to work in a highly collaborative manner, building and maintaining ongoing productive working relationships with ANSTO personnel and other stakeholders.
- 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 strategy and Environment Research Theme objectives 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 some independence in determining how to achieve project objectives, including deciding on methods and approaches, and project planning.
- The position is fully accountable for the accuracy, integrity and quality of the content of research and advice provided.
- Determine key work priorities within the context of agreed work plans and will consult with the Research Theme Leader or Program Manager on complex, sensitive and major issues that have significant impact.
- 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

- Independence and initiative to build role and contribution to the research program.
- Developing and expanding reputation and expertise in applying isotopic techniques.
- Identifying research opportunities, proposing research programs, developing work plans and ensuring completion of activities within the strategic research directions of the Institute for Environmental Research.
- Establishing communication and knowledge sharing networks with internal and external collaborators and stakeholders.
- Contributing to significant issues related to understanding of climate change in Australia.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Research Theme Leader, Environment	<ul style="list-style-type: none"> • Receive guidance and direction • Provide expert, authoritative and evidence based advice
Research Program Manager	<ul style="list-style-type: none"> • Receive guidance and direction • Undertake performance reviews and negotiate performance measures and plans • Consult on issues that affect Research Theme and Program outcomes
Project Lead(s)	<ul style="list-style-type: none"> • Receive guidance and direction • Report on project status and escalate issues & propose solutions • Negotiate and report on expenditure, budgets and resources consistent with project plans • Recommend and gain endorsement for plans and goals and other initiatives
Research Theme Staff	<ul style="list-style-type: none"> • Provide and receive feedback • Report and provide updates on research program • Contribute to group decision making processes, planning and goals • Support team members and work collaboratively to contribute to achieving research program outcomes • Negotiate and resolve conflicts • Participate in meetings, share information and provide input on issues • Develop and maintain effective working relationships and open channels of communication
Post-docs and students	<ul style="list-style-type: none"> • Provide scientific leadership, guidance and support • Monitor performance • Engage to monitor progress, development and performance against the project tasks and activities and evaluate further support which may be required to ensure delivery against the plan
ANSTO Researchers, Scientists, Professional Officers, Laboratory Staff	<ul style="list-style-type: none"> • Work collaboratively to achieve both program and project outcomes • Develop and maintain collaborative relationships
External	
Universities, Business, Industry, Scientific Institutions	<ul style="list-style-type: none"> • Develop and maintain collaborative relationships • Provide expert, authoritative and evidence based advice • Share knowledge and deliver outcomes from partnered research • Report and provide updates on project status
National and international bodies, forums and taskforces	<ul style="list-style-type: none"> • Actively contribute and represent ANSTO and the Australian Government position

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Research Program Manager – Water Resources Sustainability
Direct Reports	Nil

Indirect Reports	Scientific guidance and support to post-docs and students as assigned from time to time
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Special / Physical Requirements

Location:	Lucas Heights Working in different areas of site/campus as needed
Travel:	May be required travel to ANSTO sites from time to time May be required to travel both internationally and nationally Field work within Australia and overseas, with durations ranging from one-day trips to several weeks away from usual place of work. Fieldwork may be undertaken in remote locations with limited facilities available.
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer). Laboratory facility physical requirements (lifting, standing for long periods, operating and maintaining scientific equipment, wearing of specialised garments to undertake preparation of materials). Wearing personal protective equipment for the handling of hazardous and/or radioactive materials. Fieldwork may be undertaken with varied daily hours and physical requirements.
Radiation areas:	May be required to work in radiation areas under tightly regulated conditions. Perform duties with and in an area where hazardous chemicals or materials may be 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

Specific role/s as specified in AG-2362 of the ANSTO WHS Management System	All Workers Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties
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ORGANISATIONAL CHART

Refer to published organisational chart.

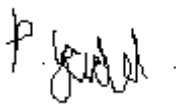
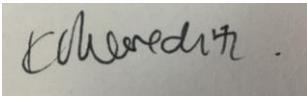
KNOWLEDGE, SKILLS AND EXPERIENCE

1. Bachelor degree in chemistry, environmental science or a closely related discipline.
2. Solid knowledge, experience and ability in performing independent environmental research
3. Experience in a laboratory, chemical analysis or science research environment.
4. Experience in undertaking laboratory or field studies of environmental systems.
5. Practical experience in applying radiochemical, spectroscopic or surface analysis techniques in environmental studies.
6. Demonstrated ability to document and record scientific processes with a high degree of precision and reliability and ability to prepare analytical reports.
7. Demonstrated experience in sound field and laboratory practices related to experimental design, sample collection, sample preparation and analysis of environmental samples.

8. Demonstrated experience in resource utilisation, task and priority management and organisational skills.
9. Developed computer skills associated with scientific instrumentation and data management.
10. Demonstrated ability to work independently and also in a team with particular focus on the communication of knowledge and information with co-workers and stakeholders at various levels of scientific or technical understanding.
11. Demonstrated ability to follow policy, procedures and guidelines
12. Experience in the development and maintenance of productive research relationships and networks.

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 Program Manager	Title:	Acting Environment Theme Leader
Signature:		Signature:	
Date:	1/6/2023	Date:	1/6/2023

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