



POSITION DESCRIPTION

Position Title:	Director, Environment Research and Technology Group
Cluster / Business Unit / Division	Nuclear Science and Technology
Section or Unit:	Research
Classification:	Band 9
Job Family:	Research
Position Description Number:	PD-2305
Work Contract Type:	Senior Leadership
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The Director, Environment Research and Technology Group is responsible for leading and managing:

1. Implementation of the research and scientific program for the Group, including providing a strong intellectual contribution to the initiation, planning and execution of these programs;
2. Implementation of the maintenance and operation of the Group's scientific assets, infrastructure, and/or capability ("Technology"), and program(s) for access to such Technology;
3. Integration and coordination of the research and scientific program with the programs relating to operation, capability development, and access to the Technology;
4. Engagement with end-users (including industry and government) and relevant stakeholders to determine and implement opportunities for the Group to support the translation of research into impact.

The Leader must:

5. Apply excellent people leadership and development skills and take a 'people first' approach to the Group's functioning;
6. Maintain an ongoing and active external profile and research involvement in a field of research that is a directly relevant field to the Group's scientific program;
7. Ensure nuclear knowledge and capability that is embedded within the Group can support ANSTO operations and businesses;
8. Ensure the Group facilitates achievement of ANSTO's Research and Technology strategy.

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 and 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 and Technology Groups undertake and enable world class applied and translational research utilising nuclear techniques to enhance ANSTO's contribution to supporting a sustainable and healthier future for our planet and people everywhere. The Research and Technology Groups have a mandate to deliver mission-based translational research programs utilising ANSTO's research infrastructure, with a particular focus on delivering positive health outcomes (Health), addressing challenging environmental

problems (Environment), and responding to key scientific questions in the nuclear fuel cycle (Nuclear Technologies). As custodian of unique nuclear expertise, technology and research infrastructure, and with access to ANSTO's Landmark and National Research Infrastructure, the Research and Technology Groups are committed to undertaking and enabling research that delivers real-life benefits and impact. The nuclear knowledge and capability embedded within the Groups is critical in supporting ANSTO operations and businesses. The Groups engage with industry and undertake contracted research development and services to support industry R&D needs.

The position is the research and scientific leader of the Environment Research and Technology Group and makes a strong intellectual contribution to the initiation, planning and execution of the research and technology programs of their Group.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

Leadership

- *Active research profile*: continually maintain a strong and recognised external leadership profile by having an ongoing and active research involvement in the relevant field of the Group's research program(s).
- *Active research leadership and activity*: develop, lead and deliver a range of high quality, cost effective research and capability development programs and projects that meet ANSTO's objectives, build research capacity and achieve increased research and operational/capability performance and outcomes.
- *Integration*: ensure the delivery of research and operational excellence within the Group by fostering a culture of high-performance; encouraging innovation, integration, improve productivity and promotes teamwork and collaboration.
- *Management of technology*: Ensure the continued development of world-class research infrastructure and capabilities to enable the successful research activities of the Group.
- *People*: Lead programs to develop the capabilities, skills, and expertise of employees within the Group including development of leadership and career pathways.
- *Operational management*: Broker scientific knowledge and maintain the highest standards of open communication, collaboration, data and knowledge management.
- *External relationships and networks*: Develop and maintain a range of collaborative networks across NST/ANSTO and externally, to: support and advance the delivery of research programs and projects; share knowledge; and deliver outcomes from partnered research that is mutually beneficial and has impact.

Strategic Planning

- *Active research profile, Active research leadership*: Provide expert and authoritative scientific advice and support to the Group Executive, NST on the development, implementation, management and reporting of programs, ensuring they are fully briefed on the status of science and that technical and/or scientific priorities and innovations are properly considered.
- *Active research leadership, External relationships*: Develop and implement strategies for diversifying and increasing the Group's revenue, identify external funding opportunities to support enhanced delivery of outcomes and to leverage additional value through collaboration with external stakeholders.
- *Management of technology, Operational management*: Develop and implement the Group's objectives, plans, targets and activities to deliver outcomes that achieve ANSTO's research and technology strategy.

Management and Resourcing

- *Active research leadership, Operational management*: Encourage and support a project management approach to the management of research and technology projects, provide oversight and direction with the ongoing monitoring, reviewing and timely completion of projects, consistent with project deliverables.

- *Management of technology:* Deliver best-practice management of scientific infrastructure, facilities, equipment through an asset management framework and improvement program to ensure reliability of assets, productivity and availability. Ensure operational safety, security and sustainability and compliance with applicable standards, legislative and regulatory requirements.
- *Integration:* Ensure effective and efficient integration of the research programs with the operations and capability development of the technology, to enable both functions to work in a coordinated manner to maximise the output of the Group.
- *Operational management:* Manage and oversee all aspects of the Group's research programs and research capabilities; including endorsing project plans, identifying and allocating resources, developing budgets, and control and management of financial performance.
- *People:* Overall leadership of the Group's human resources through selection, training, development, performance management and review, recognition and guidance of managers and staff; ensure the sustainability of the research and technology group through succession and workforce planning, talent management and employee development activities.

Decision Making

- Directors of Research and Technology Groups have a key role within the NST Leadership Team. The position leads direct reports to collaborate across and within the NST Group to provide broad guidance, advice, exchange information and deliver on cross-organisational business development projects and sourcing additional funding opportunities.
- The position is responsible for the "Environment" Research and Technology Group strategy and outcomes, and operates within a framework of legislation, policies, professional standards and resource parameters. Within this framework a Director of a Research and Technology Group has considerable independence in determining how to achieve objectives, including deciding on methods and approaches, project planning and allocation of resources.
- The ANSTO values, organisational corporate plan, business plan, integrated business planning, the NST Strategy and business plans, and the NST Research and Technology strategic objectives provide the context for the position.
- The position is fully accountable for the accuracy, integrity and quality of the content of advice provided to the Group Executive, NST and is required to ensure decisions that 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.
- Directors of Research and Technology Groups determine key work priorities within the context of agreed work plans, consulting with the Group Executive, NST on complex, sensitive and major issues that have significant impact on the Technology or Research Portfolio, or NST Group functions.
- 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

- Maintaining an active involvement and external profile in research as the lead researcher/scientist in a directly relevant field of the Group.
- Strengthen the Group's engagement with external parties (industry, business, government and community), and also developing relationships with major Australian and international research programs.
- Being a visible change agent; taking an active role in embedding the new operating model during a period of significant cultural and organisational change, and supporting and actively contributing to developing a high performance workforce.
- Managing a team of subject matter experts to ensure their priorities remain closely aligned with ANSTO's strategic priorities. Contributing to the achievement of a collaborative approach and shared ownership,

for consistent implementation of strategies and programs, working with senior managers and staff aligned to ANSTO strategy and ANSTO values.

- Identifying new and additional sources of funding within a competitive environment, and ensuring the use of funding exceeds requirements and expectations of a diverse range of stakeholders.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Group Executive, NST	<ul style="list-style-type: none"> • Receive broad guidance and direction. • Provide expert, authoritative and evidence based advice • Staff engagement and quality recruitment • Negotiate and report on budgets, financial performance and resources consistent with strategic plans and goals • Recommend and gain endorsement for operational business plans and goals and change management initiatives
NST Leadership Team	<ul style="list-style-type: none"> • Provide expert advice and analysis on a full range of matters • Contribute to executive decision making processes, strategic planning and goals • Collaborate and share accountability • Negotiate and resolve conflicts
Direct Reports	<ul style="list-style-type: none"> • Provide leadership, guidance and support • Set performance requirements and manage performance and development • Engage to monitor trends, performance and progress against strategic and business plans and evaluate further support which may be required to ensure delivery against the plans
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
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 Group Executive, NST
Direct Reports	1 Research Leader, The Environment 1 Leader, Isotope Tracing in Natural Systems 3-5 Program & Capability Managers 1-3 Principal Research Scientists
Indirect Reports	30-60 Staff (within line management)
Financial Data (2022/2023)	
Revenue / Grants	\$1.1M
Operating Budget	\$1.0M
Staffing Budget	\$5.1M
Capital Budget	\$0.4M
Assets	\$3.6M

Special / Physical Requirements

Location:	Lucas Heights Working in different areas of designated site/campus as needed.
Travel:	Occasional travel both internationally and nationally
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Occasional laboratory based physical requirements (sitting, standing, manual handling, chemical handling, operating scientific equipment)
Radiation areas:	May be required to work in radiation areas under tightly regulated conditions
Hours:	Willingness to work extended and varied hours based on operational requirements
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements Obtain and maintain appropriate federal government clearance

Workplace Health & Safety

Specific role/s as specified in AP-2362 of the ANSTO WHS Management System	All Workers Officer (definitions found in appendix 1 of AG-2362) General Manager Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties All Workers
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ORGANISATIONAL CHART

Refer to published Organisational Chart.

KNOWLEDGE, SKILLS AND EXPERIENCE

1. PhD in a scientific field directly relevant to the research objectives of the Group, with recent (and ongoing) experience and record of outstanding research accomplishments in that field.
2. A reputation and profile in the relevant external scientific and technological communities commensurate with the position of scientific leader of the Group.
3. Demonstrated experience in, and commitment to, effective application of research to industry and/or government needs.
4. Demonstrated success in integrating technology and capability management with research and science programs, including the coordinated focus on internal and external focussed programs.
5. Demonstrated strategic thinking and planning skills and experience, and the capacity to develop innovative solutions to complex, multi-faceted issues.
6. Demonstrated experience in developing and implementing innovative, targeted, cost effective research programs and projects to build research capacity and achieve increased research performance and outcomes.
7. Demonstrated success at a senior level, in leading and managing diverse research teams or multiple research programs, and experience guiding, developing and mentoring staff to deliver optimal research outcomes.
8. Demonstrated capacity to attract new and additional funding for programs and/or maximising returns on investment.
9. Demonstrated ability to initiate and manage change, allocate resources effectively, and identify and manage risks.
10. Demonstrated experience in managing effective relationships with key stakeholders.
11. Sound understanding of finance and accounting principles and financial management systems.
12. Excellent communication, interpersonal skills, negotiation and influencing skills.

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: Andrew Peele	Name: Andrew Peele
Title: Group Executive, NST	Title: Group Executive, NST
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