



POSITION DESCRIPTION

Position Title:	Radiation Protection Expert
Cluster / Business Unit / Division	Nuclear Safety, Security and Stewardship / High Reliability
Section or Unit:	Radiation Protection Services
Classification:	Band 7
Position Description Number:	PD-2362
Work Contract Type:	Professional
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

Provide radiation protection advice and services to a range of stakeholders to:

- ensure the effective protection and safety of individuals for planned, existing and emergency exposure situations;
- support conformity of ANSTO undertakings with ANSTO's Work Health and Safety Management System to comply with regulatory requirements for occupationally exposed persons;
- establish international best practices from the IAEA guides and standards to ensure nuclear and radiological safety is maintained; and
- further integrate, co-ordinate and harmonise what High Reliability does across safety, security, and stewardship for the benefit of ANSTO and external stakeholders.

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 Safety, Security and Stewardship incorporates High Reliability (Safety), Nuclear Security and Safeguards and the Nuclear Stewardship science and technology platform. The Group provides critical enabling functions for ANSTO ensuring operational compliance for a range of regulators as well providing mandated services to federal and state government departments and agencies.

ANSTO is committed to delivering excellence in safety performance based on ANSTO's core values. The High Reliability team is comprised of professionals that provide WHS, Radiation Protection, Occupational Health and Emergency subject matter expertise and services to the organisation and our external stakeholders. This includes supporting the Visiting Ships Panel (Nuclear) and working with the Department of Defence in its program to acquire a nuclear-powered submarine capability. Continuous improvement to best practice standard across the organisation is embedded at the local level through the programs put in place by High Reliability support functions.

The Radiation Protection Services group provides radiation protection advice and assurance service to the whole of ANSTO. This includes radiological assurance monitoring, radiation protection training, leadership to support emergency preparedness and related regulatory relationships. The group also works closely with ANSTO Radiation Services to provide radiation protection training and other services to external stakeholders on a commercial basis.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

To support ANSTO's strategic objectives to act as Australia's source of nuclear expertise, advice and services to governments, academia, industry and community, this role has the following key accountabilities:

- Effective leadership of staff, budget and resources; and the development and implementation of strategies to improve work practices, systems and processes to ensure the delivery of high-quality services and outcomes.
- Provide authoritative and expert advice to the NSSS Senior Leadership on the formulation of strategies and policies related to the Section's technical responsibilities and facilitating their implementation to support the achievement of international best practice.
- Inspire change across diverse ANSTO divisions for complex radiation protection matters, including the development and application of radiation protection standards, policies and guides within ANSTO facilities in accordance with international best practice, whilst demonstrating expert knowledge of the relevant state, commonwealth and international standards and regulations.
- Lead and mentor health physicists, radiation protection technologist, occupational hygienists and health physics surveyors in the provision of radiation protection services and advice to ANSTO staff and clients. Including the provision of guidance and instructions to health physics staff in the performance of their work to meet regulatory standards and practices.
- Project manage and oversee aspects of Radiation Protection Services' development and implementation, including preparing project plans and reports, establishing appropriate governance, identifying, allocating and managing available resources, to ensure project outcomes are achieved on time, on budget, to quality standards.
- Demonstrate strong leadership qualities, working consultatively and collaboratively with project leaders, clients, and high reliability staff to establish productive working relationships and foster the communication of experiences and knowledge across different divisions.
- Promote and foster safety culture at ANSTO with the aim of continuous improvement and understanding of radiation safety measures. This may include challenging established ways of working in favour of more optimal approaches.
- Lead, coordinate and manage optimisation studies to identify and assess a variety of options to de-risk ANSTO Undertakings, new and existing, from a radiation dose, economic, and societal point of view.
- Provide expert advice in complex radiation safety assessments, nuclear safety assessments, and risk assessments in support of ANSTO Undertakings and as part of the Safety and Reliability Assurance (SRA) process, and/or to the Reactor Assurance Committee (RAC) process.
- Perform and/or co-ordinate investigations of radiological events to ensure causes are identified and compile reports with appropriate recommendations.
- Prepare comprehensive technical reports making recommendations to senior management and/or external bodies.
- Ensure a Through Life Capability Management approach to all radiation and nuclear new build and decommissioning activities.
- Develop, deliver, and review radiation protection training to ANSTO workers and external clients, including area or task specific training. Support the delivery of community and commercial training activities.
- Support ANSTO Emergency Arrangements as a Radiological Assessor and, working closely with the Radiological Emergency Manager, provide authoritative Radiation Protection advice to the Incident Controller. This may be for incidents at an ANSTO site, or in support of a response as part of the Australian Government Crisis Management Framework across a wide range of geographic environments to resolve national and international challenges.
- Represent ANSTO as a subject matter expert at national and international forums and ensure ANSTO arrangements are compatible with best practice; and enhance ANSTO's reputation as a regional leader in radiation protection.

- Behaviour must reflect the ANSTO Values and their leadership should engender an inclusive environment for all staff.

Decision Making

- The position works within a framework of legislation, international guidance, policies, professional standards and resource parameters. Within this framework the position has independence in determining how to achieve objectives.
- The ANSTO values, organisational corporate plan, business plan, Integrated Business Planning program, the ANSTO Safety Strategy, NSSS objectives, High Reliability objectives, and WHS and RPS Business Management Systems provide the context for the position.
- The position is fully accountable for the accuracy, integrity and quality of the content of advice and support provided to their customer groups (managers and employees) and is required to ensure 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 and support.
- Determine key work priorities within the context of agreed work plans and consult with the NSSS Leadership on complex, sensitive and major issues that have a significant impact on ANSTO, the customer group, NSSS or High Reliability.
- 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 AG-1682 (as amended or replaced).

Key Challenges

The major challenges include:

- Ability as a radiation protection expert to provide technical advice to a diverse range of ANSTO staff and clients in consideration of complex operational requirements.
- Obtaining acceptance and buy in from clients with diverse and often competing scientific, engineering and operational priorities.
- Developing skills and knowledge in radiation protection practices and principles, in use of radiation monitoring instruments, and in specific practices and instrumentation across ANSTO's diverse and complex operational areas.
- Keep up to date with current technology and best practice in radiation protection, establish and foster professional networks in order to access and share information.
- Enhancing Radiation Protection capabilities within ANSTO, nationally and internationally
- Development of management and team building skills.
- To be an effective team leader and act as a recognised radiation protection expert providing technical advice to ANSTO staff and clients.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager, Radiation Protection Services	<ul style="list-style-type: none"> • Receive guidance and direction; • Provide expert, authoritative and evidence based advice; • Staff engagement and quality recruitment; • Negotiate and report on budgets and resources consistent with strategic plans and goals; • Recommend and gain endorsement for plans and goals and other initiatives.
RPS Team members	<ul style="list-style-type: none"> • Provide expert, authoritative advice and analysis on radiation protection and safety matters; • Encourage and contribute to group decision making processes, planning and goals; • Collaborate and share accountability and resources; • Negotiate and resolve conflicts.
Direct/Indirect Reports	<ul style="list-style-type: none"> • Provide leadership, guidance and support;
High Reliability Team members	<ul style="list-style-type: none"> • Receive expert advice and analysis on work health safety matters and staff issues; • Encourage and contribute to group decision making processes, planning and goals; • Collaborate and share accountability and resources;
ANSTO Radiation Services	<ul style="list-style-type: none"> • Work closely to support commercial agreements with external stakeholders; • Provide expert advice and analysis on radiation protection matters.
Nuclear Stewardship and ANSTO Detection & Imaging	<ul style="list-style-type: none"> • Liaise with radio analytics laboratories to leverage current and emerging technology and best practice in radiation detection, identification and measurement for operational and emergency use.
ANSTO undertakings	<ul style="list-style-type: none"> • Support operational implementation of ANSTO's radiation protection roles during planned, existing and emergency exposure situations; • Develop, maintain and enhance their radiation protection arrangements.
ANSTO Communications	<ul style="list-style-type: none"> • Assist ANSTO Communications develop guidance and advice for ANSTO and others on public communications in radiation protection, and implementing RP outreach activities.
External	
Senior Commonwealth and State/Territory personnel	<ul style="list-style-type: none"> • Coordinate and cooperate on radiation protection requirements for planned, existing and emergency exposure situations in line with state, national and international plans and guidance.
ARPANSA	<ul style="list-style-type: none"> • Reporting, expert advice and collaboration.
IAEA	<ul style="list-style-type: none"> • Coordinate and cooperate in radiation protection requirements for planned, existing and emergency exposure situations in line with national and international plans and guidance.

POSITION DIMENSIONS

Staff Data

Reporting Line	Depending on the specific recruitment position could report to one of the following: Radiation Protection Operations Manager Radiation Safety Lifecycle Manager, or Radiological Emergency Manager
Collaborative Interaction	Leader, Health Physics Surveyors Leader, Human Health Monitoring
Direct/Indirect Reports	Provide leadership and guidance to colleagues, clients and ANSTO workers that perform radiation protection related roles.

Financial Data

Revenue / Grants	Nil
Operating Budget	Nil
Staffing Budget	Nil
Capital Budget	Nil
Assets	Nil

Special / Physical Requirements

Location:	Primary: Lucas Heights. Secondary: Camperdown/Clayton. Working in different areas of any ANSTO campus as needed.
Travel:	Will be required to travel to different ANSTO sites from time to time. Infrequent travel both internationally and nationally, most frequently for professional development.
Physical:	Working in different areas of ANSTO as needed. Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer). Frequent public speaking, such as practical training, multi-agency seminars, executive committees, emergency operations centres, multi-agency committees and working groups Occasional wearing personal protective equipment and respiratory equipment for the handling of hazardous and/or radioactive materials Occasional movements (climbing, stooping, kneeling, crouching, crawling, hand/wrist/arm movements using contamination and dose rate monitors).
Radiation areas:	Will be required to work in radiation areas under tightly regulated conditions. Perform duties in an area where radioactive materials are handled under tightly controlled safety conditions. These could be sealed or unsealed. 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. Required to participate in an on-call roster 24 x 7 x 365.
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements.
National Security requirements:	Obtain and maintain appropriate federal government clearance: Essential - Baseline Desirable - Negative Vetting 1

Workplace Health & Safety

Specific role/s as specified in <u>AP-2362</u> of the ANSTO WHS Management System	All Workers Radiation Protection Services 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

Ref. published organisation chart.

KNOWLEDGE, SKILLS AND EXPERIENCE

1. Education and/or experience equivalent to a graduate or a higher degree from an accredited college or university in radiation protection, radiation safety, biology, chemistry, engineering, physics or other relevant discipline.
2. Understanding, ability and competency to:
 - a. anticipate and recognise the interactions of radiation with matter and to understand the effects of radiation on people, animals and the environment;
 - b. evaluate, with the aid of quantitative measurement techniques, the magnitude of radiological factors in terms of their ability to impair human health and well-being and damage to the environment;
 - c. develop and implement methods to prevent, eliminate, control, or reduce radiation exposure to workers, the public and the environment.
3. Extensive experience in providing technical radiation protection expertise across diverse and complex operational requirements demonstrating understanding of the underpinning legislation and regulations.
4. Demonstrated ability mentoring and coaching radiation protection experts and other roles across an organisation to improve technical capabilities as well as organisational and safety culture.
5. Demonstrated capability in training in radiation protection.
6. Analytical and problem solving skills with the capacity to resolve complex issues and achieve successful organisational outcomes.
7. Preparation of technical information and recommended actions for specific audiences including senior management, boards, external agencies and the community.
8. Demonstrated ability to work independently, collaborate with a team, or lead a group with an agile and solution driven focus.
9. Strong communication and interpersonal skills with experience in managing effective relationships with key stakeholders and clients and the ability to adapt communication styles to suit the audience, including preparing technical procedures, guides and policies, and writing technical reports.
10. Proven project and time management skills displaying strong analytical, planning, organisational and problem solving abilities.
11. Demonstrated experience in successfully driving customer service, cultural change, and continuous improvement initiatives and delivery.
12. Willingness to proactively share knowledge, information and insight with team members.

VERIFICATION

Line Manager	Delegated Authority
Name: Andrew Popp	Name: Karen Wolfe
Title: Manager, Radiation Protection Services	Title: General Manager, High Reliability
Signature:	Signature:
Date:	Date: