



## RECRUITMENT

# Work Health and Safety and Radiation Protection roles

Candidate information

August 2023



Science. Ingenuity. Sustainability.

## Are you ready to explore a future at ANSTO?

With the nuclear sector set to soar in the coming years, we are looking to expand our highly diverse and capable workforce for the exciting future ahead. As Australia looks to ANSTO as the leading source of nuclear expertise, you will have a crucial role in providing benefit to Australians through nuclear science and technology.

ANSTO is committed to our core values of Safe, Secure and Sustainable. It is essential that we protect, promote, and enhance the physical and psychological health and wellbeing of our people, as well as our community and the environment. We acknowledge that we all have a role to play in protecting our people, community, and the environment - when we see something, we say something.

We are seeking talented individuals to support our core values and help drive safety expertise, advice and services to all stakeholders. This includes applying your unique expertise to challenge real world applications in areas of work health and safety and radiation protection.

We believe diversity drives innovation and ingenuity and forms the principles guiding how we build out teams, cultivate leaders and create an inclusive workforce.

I invite you to explore these opportunities to join ANSTO and advance our efforts to deliver nuclear science and technology to benefit all Australians.



**Miles Apperley**

Group Executive,  
Nuclear Safety, Security and Stewardship



## Join the team making a difference to safety in ANSTO, the organisation making a difference to Australia!

The High Reliability team is in place to support ANSTO deliver organisational excellence in Safety for planned, existing and emergency situations, ensuring compliance to all regulatory safety requirements whilst promoting the use of best available techniques and practices to deliver a highly reliable organisation. The WHS and Radiation Protection teams provide ongoing Subject Matter Expertise (SME) support to the organisation across a broad portfolio of activities at the organisational, divisional and compliance level.

ANSTO is a complex organisation, that requires a tailored approach to the delivery of safety in line with the hazard profile of the area and business outcomes required. The High Reliability team does this through best practice support with high quality work and services by well-respected high calibre staff.

We value the diversity of our team members backgrounds and their way of thinking and encourage respectful challenge to achieve the best outcomes. Excellence is our underpinning value because everything we do is for the safety and health of our colleagues.

If you would like the personal challenge of working each day to the best of your ability with a highly professional team in an exciting workplace whose output makes a difference to Australians, then I encourage you to apply for one of our positions. It will be a decision you never regret.



**Karen Wolfe**  
General Manager,  
High Reliability



## ANSTO

ANSTO safely operates Australia's only nuclear reactor, a multi-purpose research reactor that is one of the most productive in the world.

We have safely operated nuclear reactors for 70 years. We use advanced nuclear techniques to provide innovative solutions to some of the most challenging issues facing Australia in human health, the environment, advanced manufacturing, defence and national security.

One of ANSTO's strategic objectives is to lead the development of a nuclear capable workforce aligned with government policy and objectives. With an increasing demand for expertise in nuclear technologies (such as the Australian Radioactive Waste Authority and nuclear-powered submarine program), it is essential to secure a talent pipeline for the nuclear industry that is embedded with the highest standard of safety excellence.

Our capabilities in radiation detection and safety training are world class and shared across multiple agencies.

ANSTO's Lucas Heights campus is located 30 minutes drive from the picturesque Cronulla Beach.



## Vision

Nuclear science and technology for the benefit of all Australians.  
We deliver knowledge, value and trust through the application of nuclear science, technology and engineering.

## ANSTO Values

ANSTO's values underpin our vision, capabilities and strategic objectives and are critical to how we carry out our work.



### Safe. Secure. Sustainable.

Three key principles that underpin everything we do and every decision we make

#### Curiosity

Harness our curiosity to explore new opportunities and create an environment where ideas can thrive

#### Leadership

Ownership, accountability and working with integrity to inspire and motivate others

#### Excellence

Consistently delivering high value outcomes and looking for ways to improve the quality of our performance

#### Working Together

Success through collaboration, team work and a sense of collective purpose

#### Trust + Respect

An inclusive environment that's built on our trust and respect for each other's contributions and capabilities

## Diversity and inclusion vision

### Vision:

ANSTO seeks to create a culture of inclusion, where our diversity of thought and differing perspectives are a source of organisational agility, resilience and renewal. We provide empowering and effective work-based policies that support flexibility and the individual needs of our employees, including flexible work practices and family-friendly programs.

### Gender Equity:

ANSTO was awarded an **Athena SWAN Bronze Institution Award** in December 2018, an acknowledgment of our dedication to improving workplace equality and inclusion.

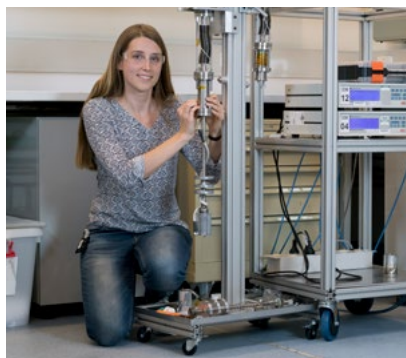
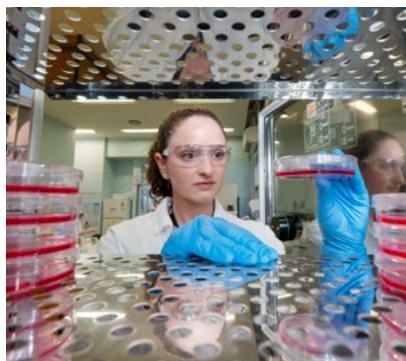
### LGBTQI:

Our LGBTI Staff network's mission is to provide support, networking and advocacy to gender diverse and same-sex attracted people at ANSTO. Our network provides input into ANSTO policies and visibility to gender diversity and LGBTQI+ issues.

### Indigenous Australia:

ANSTO acknowledges the traditional owners of the lands of each of our campuses and the unique cultural significance of the area in the past, today and into the future. The ANSTO **Reconciliation Action Plan (RAP)** is supporting our vision to foster relationships between Australia Aboriginal and Torres Strait Islander peoples and other Australians in the organisations with whom we partner; and to create opportunities for Aboriginal and Torres Strait Islander peoples to showcase their own abilities which leads them towards self-determination.

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## About the positions



### Work Health & Safety ROLES

#### Work Health & Safety Advisor

Are you able to learn complex processes quickly and tertiary qualified (Certificate 4, Diploma or Degree), with demonstratable experience in work health & safety, risk management, safety science, laboratory safety, hazardous environments, asbestos and hazardous materials, or hazardous industries?

[APPLY NOW →](#)

#### Safety & Liaison Officer

Do you have work health & safety experience with additional skills and knowledge of emergency preparedness and emergency response. (eg AIIMS training)?

[APPLY NOW →](#)



### Radiation Protection ROLES

#### Health Physics Surveyor

This role is a great starting point to launch you into an exciting career in Radiation Protection.

This is an entry level role with all training provided and may suit a Year 12 school leaver with an interest in science, someone with tertiary qualifications in relevant engineering/science discipline or if you are looking for a career change.

[APPLY NOW →](#)

#### Radiation Protection Technologist

Are you a seasoned technical professional capable of resolving a wide range of issues in creative ways?

This role is Ideal for a qualified Health Physicist or Health Physics Surveyor.

[APPLY NOW →](#)

#### Health Physicist

Are you someone who is qualified in Radiation Protection and has experience supporting nuclear installation or prescribed radiation facilities (eg. senior health physicist, senior technicians)?

We would also consider early career candidates for training.

[APPLY NOW →](#)

#### Radiation Protection Expert

Are you fully qualified in Radiation Protection with experience supporting nuclear installation or prescribed radiation facilities (eg. senior health physicist, senior technicians)?

[APPLY NOW →](#)

## Benefits of working with us

We support and reward our employees through eligibility for:



Training, development and mentoring opportunities



Performance based salary increases



Generous leave entitlements and flexible conditions



The work done at ANSTO provides support to Australians healthcare and wellbeing. The work of the roles advertised not only support every aspect of safety in all areas within ANSTO but also provide vital support and safety related training to Australian Federal and States emergency response operations.

If you are looking for interesting and exciting work, we want to hear from you.

Please complete the application form and submit your application online.

## Further information

For further technical information relating to these positions please contact

**Work Health & Safety Roles**  
Dean Ruprecht - **0436 647 065**

**Radiation Protection Roles**  
Andrew Popp - **0457 561 022**

**Recruitment**  
Mabel Ryan - **02 9717 3359**

ANSTO

## Multiple career options

We provide a holistic approach to nuclear safety with opportunities to develop a career path across a range of disciplines.

<h3>Health Physics</h3>	<p><b>Accredited Health Physics Surveyor</b></p> <p><b>Training</b></p> <ul style="list-style-type: none"> <li>• Advance Radiation Safety Officer Course</li> <li>• On the job experience</li> <li>• Competency Review</li> </ul> <p><b>6 MONTHS</b></p>	<p><b>Future roles</b></p> <ul style="list-style-type: none"> <li>• Senior Health Physics Surveyor (addition 18 months training)</li> <li>• Management Roles</li> <li>• Chief Nuclear Officer</li> </ul>
<h3>Work Health &amp; Safety</h3>	<p><b>WHS Advisor</b></p> <p><b>Training</b></p> <ul style="list-style-type: none"> <li>• Cert III/IV in Work Health &amp; Safety - Health &amp; Safety Institute of Australia</li> <li>• On the job experience</li> <li>• Competency Review</li> </ul> <p><b>2 YEARS</b></p>	<p><b>Future roles</b></p> <ul style="list-style-type: none"> <li>• WHS Advisor</li> <li>• WHS Officer</li> <li>• WHS Manager</li> <li>• Risk Management</li> <li>• Corporate &amp; Enterprise Risk Management</li> </ul>
<h3>Occupational Hygiene</h3>	<p><b>Occupational Hygiene</b></p> <p><b>Training</b></p> <ul style="list-style-type: none"> <li>• Basic Principles in Occupational Hygiene - 5 days - Australia Institute of Occupational Hygienists</li> <li>• Perform health risk assessments and monitor for health hazards in the workplace</li> <li>• Training programs in occupational health such as respirator fit testing</li> <li>• On the job experience</li> </ul> <p><b>6 MONTHS</b></p>	<p><b>Future roles</b></p> <ul style="list-style-type: none"> <li>• Occupational Hygienist</li> </ul>
<h3>Emergency Response</h3>	<p><b>Incident Management</b></p> <p><b>Training</b></p> <ul style="list-style-type: none"> <li>• Radiological and nuclear emergency preparedness and response</li> <li>• Practical experience with the Emergency Response Team in all hazards</li> </ul> <p><b>2 MONTHS</b></p>	<p><b>Future roles</b></p> <ul style="list-style-type: none"> <li>• Radiological Emergency Manager</li> <li>• Emergency Operations Manager</li> </ul>
<h3>Commercial &amp; Regulatory</h3>	<p><b>Commercial &amp; Regulatory Awareness</b></p> <p><b>Training</b></p> <ul style="list-style-type: none"> <li>• Commercial health physics checklist competency review</li> <li>• Radiation Consultant Calibration Training - 5 days</li> <li>• Rotation through Regulatory Affairs</li> </ul> <p><b>2 MONTHS</b></p>	<p><b>Future roles</b></p> <ul style="list-style-type: none"> <li>• Regulatory Affairs Manager</li> <li>• Manager Radiation Services</li> </ul>
<h3>Safety Engineering</h3>	<p><b>System Safety &amp; Reliability</b></p> <p><b>Experience/Rotation</b></p> <ul style="list-style-type: none"> <li>• SSR - qualitative &amp; quantitative risk assessment &amp; Nuclear Safety</li> <li>• Risk &amp; Hazard Studies Training</li> <li>• Rotation with Tyree Foundation - external engineering firm</li> <li>• Engineering &amp; Capital Programs - Project Manager</li> </ul> <p><b>6 MONTHS</b></p>	<p><b>Future roles</b></p> <ul style="list-style-type: none"> <li>• SSR Advisor</li> <li>• Hazop Leader</li> </ul>



# Living in Sydney

## Geography

Sydney is the capital city of New South Wales – and is the largest city in Australia with a population of more than 5 million people and a metropolitan area of 12,367.7km<sup>2</sup>. The *Mercer Quality of Living Survey* has ranked Sydney as tenth in the world in terms of quality of living, for the last six years, making Sydney one of the most liveable cities.

The Sutherland Shire, in which ANSTO's main Lucas Heights campus is based, covers 369km<sup>2</sup> and has a population of approximately 227,000 people. Located just 25km from Sydney's CBD the region is predominately a residential area, but also has substantial industrial, commercial and recreational areas.

The Shire, as referred to by locals, offers a stretch of pristine beaches, four spectacular national parks and channels of sparkling waterways. The area hosts an urban hub of buzzing cafés and restaurants, leading fashion retailers, art galleries and season events and offers an ideal mix of coastal relaxation and cosmopolitan luxury.

## ANSTO Lucas Heights campus

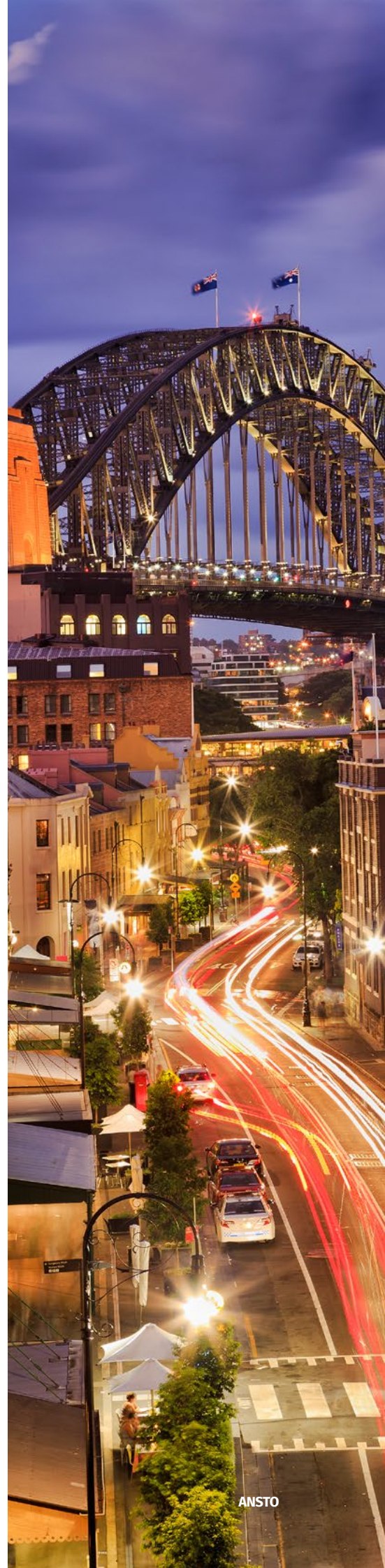
ANSTO is one of the major employers for the Sutherland Shire with over one third of our 1200 staff living in the local community or nearby St George area.

The campus is located at Lucas Heights which is approximately 35km south-west of the Sydney CBD and the neighbouring suburb of Menai provides access to cafes, shops, cultural and sporting facilities.

ANSTO is a unique organisation, offering a significant breadth and variety of job opportunities. At ANSTO you will work with some of Australia's brightest minds and have the opportunity to shape a career that matches your talent, goals and interests.

ANSTO regards professional development as essential for employee and organisational growth, the organisation is committed to providing opportunities which enhance the professional and technical skills of employees.

ANSTO offers an attractive range of employment conditions and support to employees at different stages of their careers including: flexible working arrangements, salary sacrifice/salary packaging benefits, competitive salaries, good working conditions and generous superannuation. We also offer an extensive range of leave provisions to help employees balance work and personal commitments including four weeks paid recreation leave each year, long service leave after 10 years of continuous service, paid maternity and parental leave and generous general (illness, carer's, emergency and cultural) leave provisions as well as regular onsite employee health and wellbeing programs and a number of opportunities for sport and exercise.



Thank you  
for your interest  
in the positions

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Australian Government

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Lucas Heights | Clayton



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[www.ansto.gov.au](http://www.ansto.gov.au)

August 2023