



POSITION DESCRIPTION

Position Title:	Post Doctoral Research Fellow
Cluster / Business Unit / Division	Nuclear Science & Technology and Landmark Infrastructure - Research
Section or Unit:	Environment
Classification:	Band 5 Level 3 (Early Career Category: Post Doctoral Fellowship)
Position Description Number:	PD-2116
Work Contract Type:	Research
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The Post-Doctoral Research Fellow is responsible for performing research that contributes to ANSTO Projects by carrying out laboratory-based experimental work, and writing reports or other forms of scientific publications.

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 & Technology and Landmark Infrastructure (NSTLI) incorporate ANSTO's research, innovation, landmark research infrastructure and associated platforms and capabilities. NSTLI 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.

NSTLI'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.

The Environment research theme includes three programs: (i) Water Resources Sustainability; (ii) Contaminant Impacts; (iii) Environmental Change. The programs inform, complement and reinforce each other and draw from ANSTO broad range of capabilities and intrinsic strengths.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

The key accountabilities for this position include:

- Initiate and conduct scientific research aligned with Environment strategic plan by seizing opportunities for innovation and creativity.
- Take research ideas through to conclusion by looking at solutions, investigating alternatives and selecting preferred options with the aim of producing scientific outputs and contributing to planned project outcomes.
- Undertake laboratory work and associated training that is required for delivering high-quality research outputs.

- Liaise with industry partners, collect specific information on client requirements, present reports to clients and collect their feedback.
- Work collaboratively with senior researchers within Environment, and interact constructively with researchers and technical personnel from across ANSTO to advance the requirements of specific projects.
- Publish scientific results and develop personal professional networks with other local, national and international research groups and industry.
- Communicate the results of research both within ANSTO and across the scientific community.
- Contribute to applications for funding through external grant bodies and potential clients.
- Uphold ANSTO's code of conduct.
- 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 Research strategy and Environment 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 limited independence in determining how to achieve objectives of the unit
- The position is fully accountable for the accuracy, integrity and quality of the content of advice provided, and is required to ensure that decisions are based on sound evidence.
- Determine own work priorities, methods and approaches within the context of agreed work plans and will consult with the line manager on issues that have an impact on the project or research theme.
- 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

The major challenges for this position include:

- Pro-activity in keeping up to date with best practice and new techniques/ technologies in the field.
- Exercise sensitivity to the complexity of varying challenges and competing priorities and look to find innovative ways of seeking out possible alternative solutions.
- Willingness to challenge established ways of working in favour of more productive approaches

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager/Executive	<ul style="list-style-type: none"> • Receive guidance and direction • Provide expert, authoritative and evidence based advice
Work area team members	<ul style="list-style-type: none"> • Provide advice and analysis on a full range of testing and analytical techniques • Contribute to group decision making processes, planning and goals • Collaborate and share accountability
Direct Reports	<ul style="list-style-type: none"> • No direct reports
NSTLI platforms	<ul style="list-style-type: none"> • Work with peers to design and implement experimental plans under the scope of approved projects
External	
Industry	<ul style="list-style-type: none"> • Provide expert, authoritative and evidence based advice

	<ul style="list-style-type: none"> • Report on work outcomes, outputs and results and project contribution and status. • Build relationships, ensuring effective communication of commercial and research results and to allow collection of data and continued business.
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POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to Water Resources Sustainability Program Manager
Direct Reports	Nil
Indirect Reports	Nil

Special / Physical Requirements	
Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	May be required travel to ANSTO sites from time to time Infrequent travel to meet clients within Australia Some travel to workshops and conferences internationally and nationally
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Standing for long periods Public speaking Wearing personal protective equipment for the handling of hazardous and/or radioactive materials Working in laboratory environments
Radiation areas:	Might be required to work in radiation areas under tightly regulated conditions Might perform duties in an area where radioactive materials are handled under tightly controlled safety conditions 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
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 Officer (definitions found in appendix 1 of AG-2362) Group Executive / General Manager Managers / Leaders / Supervisors Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties

ORGANISATIONAL CHART

Refer to published Organisational Chart

KNOWLEDGE, SKILLS AND EXPERIENCE

1. PhD in Science, Food Science, Forensic Biology, Biology, Environmental Science, Chemistry or related discipline.
2. Research experience is required in the studied discipline with excellent communication and project management skills.
3. Demonstrated lab-based skills in preparation of samples for isotopic and elemental analyses
4. Demonstrated experience on statistical analysis and database development
5. Excellent publication track record commensurate with experience and opportunities
6. Proven higher level of experience in the development and maintenance of productive research relationships and networks
7. Experience in and willingness to follow policy, procedures & guidelines
8. Demonstrated personal qualities that will add value to the work group

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: Cath Hughes	Name: Henk Heijnis
Title: Water Resources Sustainability Program Manager, Environment	Title: Leader, Environment
Signature:	Signature:
Date:	Date: