



POSITION DESCRIPTION

Position Title:	Manager, Nuclear Security Science
Cluster / Business Unit / Division	Nuclear Safety, Security & Stewardship
Section or Unit:	Nuclear Stewardship – Nuclear Forensics
Classification:	Band 8
Job Family:	Science
Position Description Number:	PD-2364
Work Contract Type:	Manager
STEMM/Non-STEMM:	STEMM

POSITION PURPOSE

The Manager, Nuclear Security Science is responsible for managing, developing, and implementing ANSTO’s nuclear security science activities to fulfil effective delivery of program outputs and outcomes for government and international stakeholders. The role will lead delivery of a range of services and research and development in nuclear forensics which seeks to address the requirement of government entities across Australia and international partners to strengthen non-proliferation and radiological and nuclear security.

ORGANISATIONAL ENVIRONMENT

ANSTO is the national organisation for nuclear science and technology and the use nuclear science to benefit industry, people and the environment. We focus on undertaking leading edge research, delivering innovative scientific services and providing specialised advice to government, industry, academia and other research organisations.

The Nuclear Safety, Security and Stewardship (NSSS) 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 a range of mandated services to federal and state government departments and agencies.

Nuclear Stewardship is the custodian of ANSTO’s mandated and site-essential capabilities housed within NSSS that respond to the needs of the Australian Government, industry and the community relevant to nuclear detection, nuclear forensics, radionuclide metrology, radioanalytical chemistry and environmental monitoring. These capabilities underpin ANSTO’s ability to be responsive to and prepared for a range of nuclear stewardship related functions and responsibilities through the provision of reliable and trusted scientific and technical advice and specialised services.

The Nuclear Forensics capability area operates Australia’s designated nuclear forensics laboratory and works in close cooperation and collaboration with internal and external stakeholders domestically and internationally. Nuclear Forensics has a high profile in international engagement and outreach to strengthen global nuclear security and provides trusted advice and specialised services in support of needs of the Australian Government.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Lead and manage nuclear security science across ANSTO to achieve Nuclear Stewardship strategic objectives and deliver the capability area operational plan
- Develop, lead and deliver a capability with a range of services and research and development for nuclear security science to strengthen non-proliferation and radiological and nuclear security.

Management of scientific facilities and equipment through an asset management framework and improvement program to ensure reliability of assets, productivity and availability to users and ensure operational safety, security and sustainability and compliance with applicable standards, legislative and regulatory requirements

- Foster a culture of high-performance that encourages innovation, improves productivity and promotes teamwork and collaboration. Model appropriate and professional behaviour in the workplace and manage people matters proactively.
- Encourage and support a project management approach to the management of science program projects, provide oversight and direction with the ongoing monitoring, reviewing and timely completion of projects, consistent with project deliverables
- Manage and oversee all aspects of capability area programs, including endorsing plans, identifying and allocating resources, developing budgets and control and management of financial performance
- Provide authoritative advice and support to the Leader, Nuclear Stewardship and NSSS Senior Management on the development, implementation, management and reporting of programs, ensuring they are fully briefed on the status of programs and that technical and/or scientific priorities and innovations are properly considered
- Undertake workforce planning and succession planning to achieve present and future requirements
- Support initiatives and strategies to increase capability area investment through identified partnerships and with external and internal stakeholders
- Undertake additional duties as required and during periods of leave of other staff.
- Fulfil WHS responsibilities as specified in AP-2362 of the ANSTO WHS Management system.

Decision Making

- The ANSTO values, organisational corporate plan, business plan, integrated business plan, the NSSS strategy and Nuclear Stewardship strategic objectives and designated science program objectives provide the context for the position.
- The position manages direct and indirect reports to deliver science program outcomes.
- 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 objectives of the unit, including deciding on methods and approaches, operations, project planning and allocation of resources.
- The position is fully accountable for the accuracy, integrity and quality of the content of advice provided to the Leader, Nuclear Stewardship, and is required to ensure that decisions are based on evidence, but at times may be required to make sound judgements in complex decision making.
- The Manager determines key work priorities within the context of agreed work plans and will consult with the Leader, Nuclear Stewardship on complex, sensitive and major issues that have a significant impact on the business area of ANSTO.
- 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

- Leading and managing the skills and experience within the capability area and collaborating across ANSTO and externally to deliver high quality science to address nuclear security priorities.
- Be in coordination with ANSTO business areas and government agencies that have the same domestic and international stakeholders.

- Understanding and operating within the complex environment that exists between government agencies to implement a nuclear security science capability, both nationally and internationally.
- Managing security risks and supporting a positive security culture to comply with protective security and physical protection requirements as described in the ANSTO Security Manual.
- Keeping abreast of recent developments in science and technology that may benefit the field of nuclear security science, ensuring continual improvement and implementation of best practice.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Line Manager	<ul style="list-style-type: none"> • Receive support and broad guidance • Provide 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 improvement or development plans and goals and other initiatives • Inform of commitments to deliver projects and activities • Escalate issues and propose solutions
Group Executives and Senior Managers	<ul style="list-style-type: none"> • Provide and receive advice and counsel on national security matters • Provide authoritative and evidence based advice • Recommend and gain endorsement for measures to address risks in delivering on user requirements
Work area team members (direct and indirect reports)	<ul style="list-style-type: none"> • Provide leadership, management, direction and support • Authorise commitment to deliver projects and activities • Demonstrate teamwork and knowledge sharing • Collaborate and share accountability • Provide for engagement and learning • Negotiate and resolve conflicts
ANSTO Users and Collaborators	<ul style="list-style-type: none"> • Maintain constructive relationships • Understand user requirements and desired outcomes • Manage availability of resources
External	
Users (customers, scientists, researchers, post-docs, students, and visitors)	<ul style="list-style-type: none"> • Establish and sustain constructive relationships • Understand and deliver on user requirements and desired outcomes • Manage availability of resources • Promote ANSTO's and Australia's role in nuclear security
Multilateral forums	<ul style="list-style-type: none"> • Engage in technical nuclear forensic projects on behalf of ANSTO • Represent ANSTO and Australia
International Organisations	<ul style="list-style-type: none"> • Represent ANSTO and Australia at technical nuclear forensic fora

POSITION DIMENSIONS

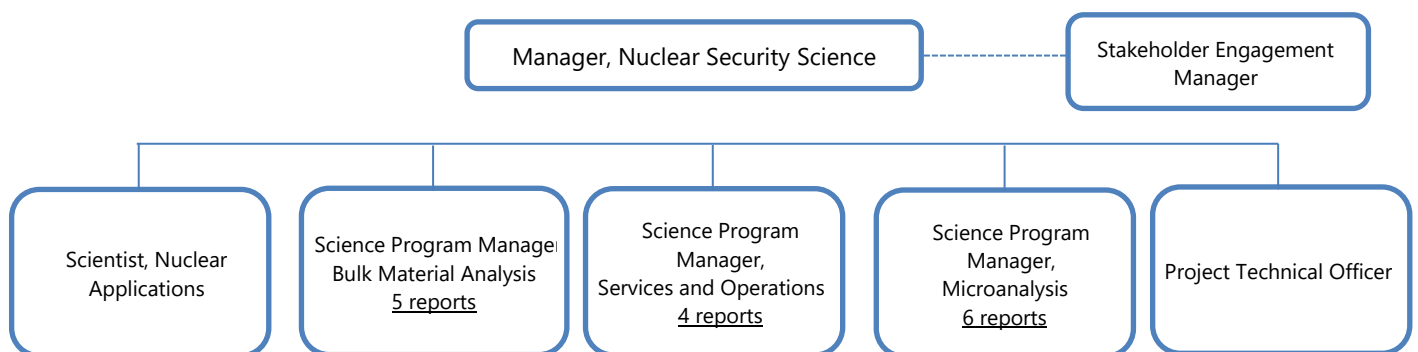
Staff Data	
Reporting Line	Reports to the Leader, Nuclear Stewardship
Direct Reports	5
Indirect Reports	15
Financial Data (2023-2024)	
Revenue / Grants	\$0.55M

Operating Budget	\$0.20M
Staffing Budget	\$1.26M
Capital Budget	\$0.10M
Assets	\$1.70M

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 Frequent 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) Laboratory work may require standing for long periods and operating equipment Laboratory facility physical requirements (lifting, sitting, standing, operating equipment, manual handling up to 20 kg) Public speaking Wearing personal protective equipment for the handling of hazardous and/or radioactive materials
Radiation areas:	Perform duties with and 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 Required to hold the appropriate national security clearance

Workplace Health & Safety	
Specific role/s as specified in AG-2362 of the ANSTO WHS Management System	All Workers May be required to undertake one or more of the specified roles within the context and course of their duties.

ORGANISATIONAL CHART



KNOWLEDGE, SKILLS AND EXPERIENCE

1. Degree or higher in physical science or equivalent Government experience
2. Experience operating within a security environment, including within the Australian Government's Protective Security Policy Framework (PSPF)
3. Proven ability to plan, manage and lead programs and high-performing teams to achieve scientific excellence, desired organisational outcomes and achieving optimal work performance
4. Strong stakeholder focus with demonstrated ability to build collaborative business relationships and networks
5. High-level problem-solving skills and analytical ability including the ability to obtain and interpret information and communicate recommendations
6. Proven track-record of financial management, forecasting, planning (both financial and workforce/succession) and cost control
7. Knowledge of Australian and global nuclear policy and related issues e.g. international cooperation, non-proliferation issues, Australian science policy, and the nuclear fuel cycle.

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:	Jennifer Harrison	Name:	Miles Apperley
Title:	Leader, Nuclear Stewardship	Title:	Group Executive, Nuclear Safety, Security & Stewardship
Signature:		Signature:	
Date:		Date:	