



POSITION DESCRIPTION

Position Title:	Post Doctoral Research Fellow
Cluster / Business Unit / Division	Nuclear Science & Technology
Section or Unit:	Human Health
Classification:	Band 5 Level 3 (Early Career Category: Post Doctoral Fellowship)
Job Family:	Research
Position Description Number:	PD-0269
Work Contract Type:	Professional
STEMM/NON-STEMM:	STEMM
STEMM CATEGORY:	Research & Sciences

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 is the national organisation for nuclear science and technology and leverages great science to deliver big outcomes. We partner with scientists, engineers and clinicians 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 (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.

ANSTO undertakes human health research in collaboration with national and international research organisations, hospitals and the users of ANSTO's research infrastructure. The Human Health research theme includes two programs: (i) Impact of radiation on living systems; (ii) Radiotherapy, theranostics and radiotracers for improving health. The programs inform, complement and reinforce each other and draw from ANSTO's broad range of capabilities and intrinsic strengths.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Initiate and conduct scientific research aligned with the Human Health 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 Human Health, 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 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, including deciding on methods and approaches.
- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the NST strategy and Human Health 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 line manager and other researchers both internal and external to ANSTO, 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.
- Determine key work priorities within the context of agreed work plans and will consult with the line manager on complex, sensitive and major issues that have a significant 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

- Keeping abreast of recent developments in field, ensuring continual improvement and implementation of best practise.
- 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.
- Working within a complex and unfamiliar environment overseas (during international field trips)
- Ensuring project completion whilst managing conflicting priorities and deadlines.
- Establishing communication and knowledge sharing networks with internal and external collaborators, potential clients, and stakeholders.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager/Executive	<ul style="list-style-type: none"> • Receive guidance and direction • Provide expert, authoritative and evidence based advice • Recommend and gain endorsement for plans and goals and other initiatives
Work area team members	<ul style="list-style-type: none"> • Provide expert advice and analysis on a full range of matters • Contribute to group decision making processes, planning and goals • Example: Collaborate and share accountability
Direct Reports	<ul style="list-style-type: none"> • No direct reports

NST platforms (Bioscience, ACNS, CAS, Synchrotron)	<ul style="list-style-type: none"> • Work with peers to design and implement experimental plans under the scope of approved projects
External	
Collaborators and Partners (National and International, Industry, University, Research Institutes)	<ul style="list-style-type: none"> • Provide expert, authoritative and evidence-based advice. • 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.

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Human Health Program Manager
Direct Reports	Nil
Indirect Reports	Nil

Financial Data (2023/2024)	
Revenue / Grants	N/A
Operating Budget	N/A
Staffing Budget	N/A
Capital Budget	N/A
Assets	N/A

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 Some travel both internationally and nationally for field trips and to attend conferences
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 Laboratory based physical requirements (lifting, standing for long periods, operating equipment) Wearing personal protective equipment for the handling of hazardous and/or radioactive materials
Radiation areas:	May 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 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	
	All Workers

Specific role/s as specified in <u>AP-2362</u> of the ANSTO WHS Management System	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

Refer to published Organisational Chart.

KNOWLEDGE, SKILLS AND EXPERIENCE

1. PhD (or near completion) in chemistry, radiochemistry, biology, physics or related discipline.
2. Demonstrated ability to perform independent cutting-edge research, with an excellent publication track record commensurate with experience and opportunities.
3. Proven experience in the development and maintenance of productive working relationships and networks.
4. Demonstrated ability to work in a team with particular focus on the sharing of knowledge and information with team members.
5. Manage conflicting priorities by adopting a flexible approach to work and to the continual review and reorganisation of work plans and activities.
6. Highly developed written communication skills with ability to produce written work suitable for publication in refereed journals.
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:	TBA	Name:	Ryan Middleton
Title:	Program Manager	Title:	Acting Human Health Theme Leader
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