



POSITION DESCRIPTION

Position Title:	Nuclear Analyst
Cluster / Business Unit / Division	Nuclear Precinct
Section or Unit:	Nuclear Analysis
Classification:	Band 5/6
Position Description Number:	PD-2156
Work Contract Type:	Technical
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The primary objective of the Nuclear Analyst is to provide analytic assessments and technical advice to ANSTO senior management and other stakeholders in support of nuclear reactor safety, utilisation and operations. Supporting the safe operation of OPAL and other projects seeking to utilise the OPAL facilities are the main focus of the work.

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.

The Nuclear Operations and Nuclear Medicine brings together the key areas of Reactor Operations, the commercial businesses of Health and ANSTO Nuclear Medicine (ANM) and Waste Management Services. Reactor Operations provides nuclear services to ANSTO for the purpose of supporting the strategic objectives of the organisation. This includes the provision of neutron beams for research institutes and irradiation services to Health and ANM for the purpose of the manufacture and sales of radiopharmaceutical and radiochemical products.

Waste Management Services is responsible for the safe, compliant and effective management of legacy, current and future anticipated radioactive waste arising in line with ANSTO's strategic objectives, regulatory requirements and public expectations.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities- Band 5

- Develop specialist knowledge in radiation transport, reactor physics and OPAL design.
- Undertake numerical modelling, measurements and analysis for a broad range of ANSTO projects.
- Assist in the analysis and review of reactor design and safety to ensure the optimum operation of OPAL.
- Assist in the provision of technical and analytic advice and assessments in support of safety submissions for OPAL and other ANSTO projects. This includes assistance with development of submissions requiring ARPANSA approval.
- Assist in the provision of high quality internal and external advice to stakeholders on relevant computational and experimental analysis techniques.
- Develop and improve the available codes for reactor analysis and fuel management to support OPAL operational requirements.
- Drive continuous improvement by encouraging the sharing of knowledge and experiences within unit and across site.
- Fulfilling OHSE responsibilities as specified in AP-2362 of the ANSTO OHSE system.

In addition to performing all Band 5 accountabilities, the Band 6 role includes these additional accountabilities

- Use specialist reactor physics knowledge to undertake analysis and review of reactor design and safety to ensure the optimum operation of OPAL.
- Provide technical and analytic advice and assessments in support of safety submissions for OPAL and other ANSTO projects. This includes the development of submissions requiring ARPANSA approval.
- Provide high quality internal and external advice to stakeholders on relevant computational and experimental analysis techniques.
- Foster and establish professional networks at international and national levels in order to promote ANSTO's research and operational efforts.
- Maintain up to date knowledge on international best practice and cutting edge advancements in the NAS areas of expertise and implement improvements as identified.

Decision Making

- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the Reactor Operations strategy and plans 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 some independence in determining how to achieve assigned objectives however will be constrained by the project deliverables and timeframes.
- The position is responsible for completing assigned work objectives given to them by their line management, project manager or senior team members.
- The position is accountable for providing support to senior team members in the provision of advice to stakeholders.
- Work to priorities as agreed in work plans and consult with the Leader Nuclear Analysis on complex, sensitive and major issues that have a significant impact on the work.
- 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).

In addition to all Band 5 decision making, the Band 6 role includes these additional decision making requirements

- 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, but at times may be required to make effective judgements under pressure or in the absence of complete information or expert advice.
- Independently determine key work priorities of activities within the context of agreed work plans and consult with the Leader Nuclear Analysis on complex, sensitive and major issues that have a significant impact on the work.

Key Challenges

- Pursue the application of solutions to complex conceptual problems across multi-disciplinary boundaries.
- Establish and develop nuclear analysis techniques that are relevant to the safety and operation of OPAL.
- Manage heavy workload through prioritising work to meet project schedules, whilst ensuring compliance with regulatory and safety requirements.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager	<ul style="list-style-type: none"> • Receive guidance and direction • Provide evidence based advice and recommendations • Provide regular updates on key tasks, issues & priorities • Recommend and gain endorsement for project activities and other initiatives • Escalate issues and propose solutions
Team/project members	<ul style="list-style-type: none"> • Work effectively with team/project members and work collaboratively to contribute to achieving outcomes • Provide advice and analysis on a full range of matters • Contribute to group decision making processes, planning and goals • Collaborate and share accountability • Identify, negotiate and resolve technical conflicts
Other departments	<ul style="list-style-type: none"> • Report on technical development and outcomes • Consult regarding results and stakeholder requirements • Provide advice and recommendations

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Leader Nuclear Analysis
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
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Public speaking
Radiation areas:	May be required to work in radiation areas under tightly regulated conditions Perform duties in an area where hazardous chemicals or radioactive materials are handled under tightly controlled safety conditions
Hours:	Willingness to work extended and varied hours based on operational requirements
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements

Workplace Health & Safety	
	All Workers Officer (definitions found in appendix 1 of AG-2362)

Specific role/s as specified in AG-2362 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

ORGANISATIONAL CHART

Refer to published Organisational Chart.

KNOWLEDGE, SKILLS AND EXPERIENCE

Band 5	Band 6
1. Degree in Engineering, Physics or Mathematics	1. PhD in a relevant discipline or relevant experience.
2. Knowledge of the principles of nuclear reactor physics and/or engineering.	2. Demonstrated experience in the principles and application of nuclear reactor physics and/or engineering.
3. Experience in modelling and analysis techniques	3. Extensive experience in numerical modelling and computational modelling and analysis techniques.
4. Demonstrated ability to analyse data to develop practical advice and engineering solutions for problems.	
5. Demonstrated influencing and negotiation skills.	
6. Excellent written and verbal communication skills.	
7. Desire to seek and promote continuous improvement and share knowledge.	

LINKED ROLE TRANSITION REQUIREMENTS

- Minimum 3 years working as Nuclear Analyst (Band 5) or equivalent experience
- Demonstrated capability to independently manage projects to successful completion
- Demonstrated ability to independently and responsibly perform Band 6 accountabilities and apply required knowledge, skills and experience for the Band 6 position including:
 - Undertake Band 6 accountabilities independently with no direct supervision
 - Apply specialised knowledge and experience to resolve reactor physics and radiation transport problems with no supervision or guidance
 - Utilise judgement to independently assess priorities of projects and tasks to optimise the allocation of resources
 - Providing feedback and contributing to the process of continual improvement in safety, reliability and efficiency and individual knowledge and competency

Transition from Band 5 to Band 6 will occur following a recommendation from the relevant line manager, assessment by management and approval from GM

Transition within the linked role is not automatic and ability to perform Band 6 accountabilities will need to be demonstrated and assessed. This is to be done by completing the attached form and completing a full written submission demonstrating and justifying how the employee meets the transition requirements noted above.

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:	Name:
Title:	Title:
Signature:	Signature:
Date:	Date:



**Nuclear Analyst (PD-xxxx)
Band x to Band x+1 Transition Checklist**

Name:	
Commencement Date:	
Assessment Date:	

Written submission demonstrating and justifying how the employee meets requirements must also be attached.

Requirements for transition	Met Criteria
a) Minimum 3 years working as (Band x) OR b) Minimum 3 years equivalent experience	<input type="checkbox"/> Yes <input type="checkbox"/> No OR <input type="checkbox"/> Yes <input type="checkbox"/> No
Demonstrated capability to independently manage projects to successful completion	<input type="checkbox"/> Yes <input type="checkbox"/> No

Demonstrated ability to independently and responsibly perform Band x accountabilities and apply required knowledge, skills and experience for the Band 6 position including:	
Undertake Band x+1 accountabilities independently with no direct supervision	<input type="checkbox"/> Yes <input type="checkbox"/> No
Apply specialised knowledge and experience to resolve reactor physics and radiation transport problems with no supervision or guidance	<input type="checkbox"/> Yes <input type="checkbox"/> No
Utilise judgement to independently assess priorities of projects and tasks to optimise the allocation of resources	<input type="checkbox"/> Yes <input type="checkbox"/> No
Providing feedback and contributing to the process of continual improvement in safety, reliability and efficiency and individual knowledge and competency	<input type="checkbox"/> Yes <input type="checkbox"/> No

Attach written submission demonstrating and justifying how the employee meets each of the requirements.

Manager Recommendation

I have reviewed the employee's competence in accordance with Linked Role PD-XXXX and certify that the employee meets all requirements for transition and recommend transition from Band 5 to Band 6 be endorsed as demonstrated in the attached written submission detailing how the employee meets each of the requirements.

Name & Title:			
Signature:		Date:	

Senior manager

I have assessed the submission and confirm that the employee meets all requirements for transition from Band 5 to Band 6.

Name & Title:			
Signature:		Date:	

GM

I have reviewed all information and approve transition from Band 5 to Band 6.

Name & Title:			
Signature:		Date:	
Effective date of transition:			