



POSITION DESCRIPTION

Position Title:	Scientist, Bulk Material Analysis
Cluster / Business Unit / Division	Nuclear Safety, Security and Stewardship - Nuclear Stewardship
Section or Unit:	Nuclear Forensics
Classification:	Band 5
Job Family:	Science
Position Description Number:	PD-2054
Work Contract Type:	Scientist
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The primary objective of the Scientist Bulk Material Analysis is to provide expertise in analytical chemistry, radiochemistry, geochemistry, or materials characterisation, to support nuclear forensic capability extension projects. The position contributes scientific knowledge to ensure the trusted advice and specialised services provided by Nuclear Forensics meet user requirements.

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 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.

The Bulk Material Analysis program incorporates projects and activities that involve quantities of radioactive or nuclear material that require laboratory staff to work in radiological classified areas at ANSTO. Analytical techniques include non-destructive and destructive methods.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Apply scientific knowledge and technical expertise to the planning, undertaking and completion of operational and capability extension projects to maintain and strengthen ANSTO's Nuclear Forensic capability.

- Provide technical guidance and support to technical staff within the Nuclear Forensics team with the aim of building team capabilities.
- Provide scientific knowledge to ensure the trusted advice and specialised service provided by the Nuclear Forensic capability area meet customer requirements.
- With support, plan and undertake experimental work to meet group requirements.
- Assess and interpret experimental results, prepare internal or external reports or co-author and strive to first author publications in relevant international journals and give presentations at national and international fora.
- Build collaborative relationships both internally and externally to enable effective communication around deliverables.
- Contribute to a working environment and culture which promotes teamwork and knowledge sharing, is collaborative and user focussed and achieves high quality scientific outcomes and results.
- Undertake additional duties as required and during periods of leave of other staff.

Decision Making

- The ANSTO values, organisational corporate plan, business plan, operational excellence program, Nuclear Stewardship Business Plan and Nuclear Forensic Capability Area Operational Plans and Arrangements provide the context for the position.
- The position holder works within a framework of legislation, policies, professional standards and resource parameters. The position holder has independence in determining the tasks and activities required to achieve day-to-day activities.
- The position contributes scientific knowledge and technical expertise towards the accuracy, integrity and quality of the content of advice provided to the Science Program Manager, Bulk Material Analysis and other staff, and is required to ensure that decisions are based on sound evidence.
- Daily work priorities are determined within the context of agreed work plans and the position holder will consult with the line manager on complex, sensitive and major issues that may have a significant impact on the Nuclear Forensic capability area.
- 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

- Working in a highly regulated environment with radioactive and hazardous materials.
- 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 AG-1028.
- Developing an in-depth knowledge and understanding of Nuclear Forensic concepts including knowledge of the nuclear fuel cycle.
- Ensuring work is fully compliant to the quality framework.
- Developing and implementing new or improved material characterisation techniques, to maintain and strengthen ANSTO's Nuclear Forensic capability.
- Proposing capability extension ideas, developing work plans and ensuring completion of activities within the strategic directions of Nuclear Forensics.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Line Manager	<ul style="list-style-type: none"> • Provide evidence-based advice • Recommend and gain endorsement for plans and other initiatives • Receive guidance and direction

Work area team members	<ul style="list-style-type: none"> • Provide guidance and direction on a range of chemical, instrument and laboratory matters • Provide technical guidance and support • Contribute to group decision making processes, planning and goals • Collaborate and share accountability
ANSTO Users (scientists, researchers, technical staff)	<ul style="list-style-type: none"> • Establish constructive relationships • Give recommendations on analytical capabilities and scheduling • Liaise with users on analytical requests and reporting • Collaborate on technical projects
External	
Users (customers, scientists, researchers, post-docs, students and visitors)	<ul style="list-style-type: none"> • Establish constructive relationships • Provide advice on analytical capabilities and scheduling • Liaise with for analytical requests and reporting • Collaborate on technical projects • Liaise with clients on commercial projects, analytical requests and reporting
Instrument suppliers and providers of calibration, and maintenance services	<ul style="list-style-type: none"> • Establish constructive relationships • Clearly communicate needs and expected outcomes

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Science Program Manager, Bulk Material Analysis
Direct Reports	Nil
Indirect Reports	Nil
Financial Data	
Revenue / Grants	
Operating Budget	
Staffing Budget	
Capital Budget	
Assets	
Special / Physical Requirements	
Location:	Lucas Heights Working in different areas or work group of platform as needed
Travel:	May be required to travel nationally and internationally for conference, workshop or meeting attendance.
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 Labour intensive physical requirements (sitting, standing, frequent manual handling up to 20kg) Public speaking (at conferences and in-house meetings/events) Wearing personal protective equipment for the handling of hazardous and/or radioactive materials
Radiation areas:	Required to work in radiation areas or handle hazardous chemicals or radioactive materials under strictly regulated and controlled safety conditions.

Hours:	Able to work variable hours according to 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 <u>AG-2362</u> 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 <ul style="list-style-type: none"> • Area Supervisor • Building Warden • Contractor Supervisor • Designated First Aid Officer • Health and Safety Committee Member
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ORGANISATIONAL CHART

Refer to published Organisational Chart.

KNOWLEDGE, SKILLS AND EXPERIENCE

1. PhD or Degree with experience in relevant field of science (Chemistry, Radiochemistry, Environmental, Earth Sciences, Material Sciences) or other related discipline.
2. Demonstrated relevant experience in relevant field of science and operational experience with an analytical instrument technique, including the ability to obtain, interpret and report on analytical results.
3. With support, plan, manage and strive to lead projects including prioritising work and responding to changing priorities and deadlines.
4. Demonstrated report writing and presentation skills.
5. An understanding of nuclear forensics.
6. Strong team and stakeholder focus with demonstrated ability to build collaborative relationships and networks.
7. Experience in and proactive approach to following policy, procedures and guidelines.
8. Willingness to learn, adapt and develop improved processes and procedures.
9. Interpersonal and communication skills with the ability to interact, negotiate and communicate with a varied and multidisciplinary audience including customers.
10. Demonstrated personal qualities that will achieve the high-quality outputs required of the position. The ideal candidate will be meticulous, questioning, measured, accountable and respectful of safety and security requirements.

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:	Liz Keegan	Name:	Jennifer Harrison
Title:	Science Program Manager, Bulk Material Analysis	Title:	Leader, Nuclear Stewardship
Signature:		Signature:	
Date:		Date:	