



POSITION DESCRIPTION

Position Title:	Chief Engineer
Cluster / Business Unit / Division	Office of the Chief Engineer
Classification:	Band 10
Job Family:	Organisational Leadership
Position Description Number:	PD-2469
Work Contract Type:	Manager, Professional
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

As the ANSTO Chief Engineer, you are responsible for providing engineering leadership, oversight, and direction. You will provide policy and guidance to ensure regulatory compliance and alignment to ANSTO Strategy through a strategic framework which defines, manages, maintains and assures asset integrity, engineering standards and technical competence at ANSTO. This role works across ANSTO in-collaboration with ANSTO Engineering & Maintenance leaders. In this role, you will provide engineering leadership in safeguarding lives, assets and ANSTO's reputation through the design and implementation of comprehensive quality assurance.

ORGANISATIONAL ENVIRONMENT

ANSTO leverages both frontier science and engineering to achieve outcomes and impact for Australia. We partner with scientists and engineers and apply new technologies to provide real-world benefits. Our work improves human health, saves lives, builds national industries and protects the environment. ANSTO is the home of Australia's most significant nuclear landmark and national infrastructure for nuclear science research and innovation. Thousands of scientists from industry and academia benefit from gaining access to state-of-the-art instruments every year and the opportunity to collaborate with ANSTO.

ACCOUNTABILITIES & RESPONSIBILITIES

Organisation Accountabilities

- Co-own the ANSTO vision and strategy and translate this into goals and action plans which strengthen the "best for ANSTO" and achievement of overall organisational priorities.
- Provide strategic advice and leadership to key stakeholders and work collaboratively as a key member of the ANSTO Executive Standing Committee.
- Responsible for risk management, within the Chief Engineering Division and across ANSTO, in line with Board expectations and the ANSTO Enterprise Risk Management Framework.
- Uncompromising leadership and ownership of Safety at ANSTO, through the ANSTO WHS MS – safety is front and centre all the time, every time.
- Role model for the ANSTO Values, so they permeate across the organisation.
- Promote diversity, inclusion, and equity principles to build a culture where individuals can thrive, and effective teams deliver results the right way.
- Additional duties as required and as directed by the CEO.

Role-Specific Accountabilities

- Provide leadership, direction and mentoring of the engineering and maintenance workforce, to ensure that the condition, performance and integrity of ANSTO assets are safe and efficient to support operations and across the asset life cycle.
- Monitor the overall health and performance of ANSTO assets, ensuring compliance with safety standards and regulatory requirements in collaboration with Licensees and ANSTO's engineering and maintenance functions.
- Accountable for setting the technical regulatory compliance framework and approving engineering delegations to be exercised across the enterprise.
- Provides strategic asset management expertise, leadership & Stewardship for ANTSO Nuclear enterprise to continually improve safety, performance, efficiency, reliability and sustainability of ANSTO assets.
- Ensures asset management systems and data analytics is embedded and used to optimise asset value and performance across the enterprise.
- Lead the development, maintenance and governance of ANSTO engineering policy and guidance to ensure that engineering excellence is occurring and upheld at ANTSO.
- Define and improve Engineering & Maintenance skills, qualifications and experience to better support ANSTO.
- Lead a multi-disciplinary team of engineers and provide executive oversight and leadership of ANSTO's Office of the Chief Engineer.
- Lead the team to communicate effectively with internal and external management and senior-level customer representatives to enable effective requirements definition, risk mitigation, decision making, and achievement of enterprise outcomes.
- Drive cultural change and transformation across the engineering and maintenance enterprise to influence behaviours and support adoption engineering excellence.
- Embed a culture of engineering mentorship by which develops the skills of a new generation of engineers, enabled by relevant communities of practice.
- Be ANSTO's thought leader on the Maintenance and Engineering industry, particularly as they relate to the nuclear industry.

Decision Making

- 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).
- Provides strategic direction and expert advice to the Chief Executive Officer and Executives on all matters relating to Engineering and those relating to Chief Engineering accountabilities.
- Operates with a high level of autonomy and makes decisions aligning with ANTSO's strategic direction, forward planning, setting priorities and guiding staff performance and development, keeping the CEO informed.
- The ANSTO Values, Corporate Plan, Business Plan and Excellence programs, as well as the framework of legislation, policies, professional standards, and resource parameters provide context for the position.

Key Challenges

- Managing multi-disciplinary teams across complex systems and process and enabling the commissioning of a new generation infrastructure.
- Acting across ANSTO organisational boundaries to influence, accredit and assure engineering outcome and workforce.
- Ensuring good governance, including standards, plans and priorities, is understood and continually strengthened, developed and applied in a consistent manner.
- Working collaboratively across ANSTO to achieve outcomes where influencing and negotiation is required to obtain appropriate resourcing and co-operation.
- Ensuring current and future divisional goals and objectives are delivered on time and within budget, which contributes to a sustainable ANSTO.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Chief Executive Officer	<ul style="list-style-type: none"> • Receive broad guidance and professional support. • Provide expert advice. • Consult and collaborate on strategy. • Exchange information.
Executive Standing Committee	<ul style="list-style-type: none"> • Contribute to group decision making processes, planning and goals. • Collaborate and share accountability. • Negotiate and resolve conflicts
Direct Reports	<ul style="list-style-type: none"> • Lead and manage direct reports
All ANSTO divisions	<ul style="list-style-type: none"> • Negotiate and influence the adoption of consistent risk management systems, practices and processes. • Motivate and influence stakeholders to continuously improve and operationalise risk management processes
External	
ANSTO Board	<ul style="list-style-type: none"> • Provide timely and accurate input and advice as required
Government, regulators, strategic partners and key stakeholders	<ul style="list-style-type: none"> • Develop and maintain collaborative relationships. • Provide expert, authoritative and evidence-based advice. • Actively contribute and represent ANSTO and the Australian Government position. • Share knowledge and deliver outcomes through partnerships
National and international bodies, forums and taskforces	<ul style="list-style-type: none"> • Actively contribute and represent ANSTO and the Australian Government position

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Chief Executive Officer
Direct Reports	<ul style="list-style-type: none"> • Head of Standards and Practices • Head of Strategic Asset Management • Manager, Systems Safety & Reliability (SSR) • Head of Quality Assurance • Manager, Workforce Enablement
Indirect Reports	TBC
Financial Data (2021/2022)	
Revenue / Grants	

Operating Budget
Staffing Budget
Capital Budget
Assets

Special / Physical Requirements

Location:	Lucas Heights or Clayton Working in different areas of designated site/campus as needed
Travel:	May be required travel to ANSTO sites from time to time. Frequent travel to ANSTO sites within Australia 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) Public speaking
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
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements. Obtain and maintain appropriate federal government clearance

Workplace Health & Safety

Specific role/s as specified in AP-2362 of the ANSTO WHS Management System	All Workers Group Executive / General Manager Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties.
Nuclear Baseline	This position is considered within the Nuclear Baseline

ORGANISATIONAL CHART

On file.

KNOWLEDGE, SKILLS AND EXPERIENCE

1. Relevant degree or qualification in Engineering.
2. Extensive experience and a proven track record in a leadership role within a capital-intensive, high reliability, regulated engineering-driven industry (e.g., manufacturing, construction, energy, transportation). Additionally, experience in managing large-scale engineering projects and cross-functional teams.
3. Demonstrated experience in fostering a culture of collaboration, innovation, and excellence within across engineering teams.
4. Demonstrated experience in developing, implementing and managing Engineering delegation and technical control frameworks.
5. Significant experience and demonstrated success at an executive level in an organisation of significant size, regulation and complexity. Preferably with complex industrial, infrastructure, transport or similar industries - while nuclear industry experience would be highly regarded it is not an essential prerequisite for the role.
6. Strategic thinker with the capacity to develop proactive and innovative solutions to complex, multi-faceted issues and problems (“think around corners”).

7. Demonstrated ability to lead in a constantly changing environment and manage that changing environment in a way that improves ANSTO.
8. Highly developed communication, negotiation, presentation and interpersonal skills, effective across a range of diverse stakeholders including contractors, suppliers and regulators
9. Strong financial management and governance at an executive level including the ability to allocate resources effectively, identify and manage risks, and adapt effectively to changes in the environment.

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:	Shaun Jenkinson	Name:	Shaun Jenkinson
Title:	Chief Executive Officer	Title:	Chief Executive Officer
Signature:		Signature:	
Date:		Date:	