



POSITION DESCRIPTION

Position Title:	Engineering Design Manager
Cluster / Business Unit / Division	Infrastructure and Engineering Services
Section or Unit:	Engineering Design
Classification:	Band 8
Job Family:	Engineering and Technical
Position Description Number:	PD-2484
Work Contract Type:	Manager
STEMM/NON-STEMM:	STEMM
STEMM CATEGORY:	Engineering

POSITION PURPOSE

The Engineering Design Manager is responsible for specialising in leading a multidisciplinary (Civil, Structural, Mechanical, Process, Nuclear, Electrical, I&C etc.) design team and ensure design delivery requirements are achieved under the guidance and requirements set by the office of chief engineer and the lead engineers.

The role as required liaises with specialist engineers in distinctive domains such as Electrical, Instrumentation and Control, Process, Nuclear Mechanical, Systems Safety and Reliability. The Engineering Design Manager's main objective is to lead the Engineering Design division, overseeing engineering designs from concept ensuring designs meet customer requirements while complying with regulations and ANSTO policy and guidelines. As an engineering leader, the position role models and delivers an appropriate balance between meeting customer needs and deliver a safe high quality and cost-effective outcome.

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 Infrastructure and Engineering Services group is responsible for supporting customers realise their business outcomes in delivering engineering projects in accordance with engineering business management systems ensuring delivery to required scope, quality, regulatory compliance, time, and cost. It provides engineering design expertise and delivery of projects and programs with independent oversight from a centralised Engineering Delivery PMO division.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Oversee engineering designs across the engineering design cycle, from conception and development of project ideas, undertake scoping and costing, and leading multi-disciplinary teams.
- Coaching and mentoring of staff to develop and train staff including sharing of specialist knowledge and project reporting. Recognised as a leader within the group.
- Deliver client focus solutions with the ability to influence, negotiation and liaise to ensure project managers and clients are informed of progress of engineering design status.
- Provide expert infrastructure design and planning services to Design Engineers to help complete projects against specified KPIs and objectives, considering scope, quality, and safety considerations.

- Ensure systems engineering activities such as budget monitoring, scheduling, and reporting are done in alignment with project delivery tasks.
- Accountable for ensuring that all designs comply with internal procedures, industry standards, and regulations as well as meeting customer requirements.
- Ensure that all designs and end-products are of the highest quality and satisfies both technical standards and customer requirements.
- Manage changes during the design delivery of complex multidiscipline design and construction projects.
- Develop the design management plan which outlines the strategies, processes, and procedures that will be adopted to effectively manage the design.
- Understands and follows the policies, rules, guidelines, procedures established by the Office of the Chief Engineer.
- Conform and comply with the approvals officers and lead engineers plans, authorisation and approval processes.
- 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 of the unit, including deciding on methods and approaches, operations, project planning and allocation of resources.
- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the unit strategy and unit 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 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 Head of Engineering Design on complex, sensitive and major issues that have a significant impact on the unit.
- All Engineering and Maintenance practitioners will understand, utilise, comply with, and identify improvements to the ANSTO Engineering Management System as set by the Office of the Chief Engineer.
- 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

- One of the largest challenges lies in effectively managing and integrating the work of a multidisciplinary design team.
- Ensuring that designs not only meet but exceed customer requirements while also complying with all relevant regulations and business policies is a fundamental challenge.
- Balancing human and technical resources across various projects while maintaining a high standard of design quality can be difficult.
- Encouraging innovative design solutions that propel the business forward while also assessing their practical feasibility and cost-effectiveness represents another key challenge.
- A continuous challenge is the management of expectations and communication with a broad range of stakeholders including clients, regulatory bodies, project management, and the engineering team itself.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager/Executive	<ul style="list-style-type: none"> • Receive guidance and direction • Provide expert, authoritative and evidence based advice • Staff engagement and quality recruitment • 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 • Collaborate and share accountability
Direct Reports	<ul style="list-style-type: none"> • Provide leadership, guidance and support • Set performance requirements and manage performance and development • Engage to monitor trends, performance and progress against the strategic plan and evaluate further support which may be required to ensure delivery against the plan
All ANSTO divisions	<ul style="list-style-type: none"> • Key stakeholder and client groups
External	
External Suppliers/consultants/regulators	<ul style="list-style-type: none"> • External suppliers, designers, trades staff. • External customers when engaged in commercial work.

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Head of Engineering Design
Direct Reports	<ul style="list-style-type: none"> • Senior Engineers • Discipline Engineers • Engineers
Indirect Reports	N/A

Financial Data (2024/25)

Revenue / Grants
Operating Budget
Staffing Budget
Capital Budget
Assets

Special / Physical Requirements

Location:	Lucas Heights / 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 <u>AP-2362</u> of the ANSTO WHS Management System	All Workers General Manager Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties.
---	--

ORGANISATIONAL CHART

On file

KNOWLEDGE, SKILLS, AND EXPERIENCE

1. Relevant degree in an engineering discipline relevant to the design team's specialisations.
2. Advanced knowledge of multi-disciplinary engineering principles and practices encompassing Civil, Structural, Mechanical, Process, Nuclear, Electrical, I&C and other relevant technical fields.
3. Understanding of the design lifecycle, from conceptual design to detailed engineering and its application across various projects.
4. Comprehensive knowledge of modern design tools, software, and technologies used in engineering.
5. Strong leadership and management skills to lead a multidisciplinary team effectively.
6. Excellent project management skills to oversee design projects from concept through to completion, including scheduling, budgeting, and resource allocation.
7. Hands-on experience in engineering design, including conceptual development, feasibility studies, detailed design, and production of engineering documentation.

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:	Head of Engineering Design	Title:	GE Infrastructure & Engineering Services
Signature:		Signature:	
Date:		Date:	