



POSITION DESCRIPTION

Position Title:	Environmental Monitoring Manager
Cluster / Business Unit / Division	Nuclear Safety, Security and Stewardship
Section or Unit:	Environmental Monitoring
Classification:	Band 8
Job Family:	Organisational Leadership
Position Description Number:	PD-1211
Work Contract Type:	Manager
STEMM/NON-STEMM:	STEMM
STEMM CATEGORY:	Research & Sciences

POSITION PURPOSE

The primary objective of the Environmental Monitoring Manager is to manage the strategic direction of ANSTO's Environmental Monitoring Program to ensure ANSTO meets its environmental regulatory and social licence obligations. The role provides leadership that inspires a program of continuous improvement, delivers strategic development of the Program, its assets and infrastructure and integrates internal and external stakeholder needs.

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 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 Environmental Monitoring (EM) group within Nuclear Stewardship develops and maintains specialist environmental monitoring facilities, including stack emission monitoring and meteorology systems and applications that support ANSTO's core activities and stakeholders. The EM capability applies nuclear techniques and associated expertise to monitor and model releases of radionuclides into the environment, conduct dose and environmental assessments, and the quantification of radionuclides at or above typical environmental levels.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Manage the strategic direction of the Environmental Monitoring group to achieve Nuclear Stewardship strategic goals.

- Provide authoritative and evidence-based advice on environmental monitoring, in collaboration with internal, national and international stakeholders and committees.
- Provide assurance to the ANSTO Executive and CEO that the monitoring service is fit for purpose, meets regulatory requirements and demonstrates ANSTO's ongoing compliance with its statutory duties and internal objectives.
- Manage environmental monitoring assets and infrastructure through an asset management framework and improvement program to ensure consistent and reliable performance of systems such as meteorology data acquisition, environmental gamma radiation monitoring, plume dispersion modelling, real time stack monitoring and web-based internal and public reporting.
- Oversight and facilitation of the Environmental Monitoring group's reporting commitments to ensure ANSTO meets its regulatory and social licence obligations. This includes review of ANSTO safety and regulatory licence documentation.
- Foster a culture of high-performance that encourages innovation, improves productivity and promotes teamwork and collaboration. Model appropriate and professional behaviour in the workplace and manage people matters proactively.
- Drive continual improvement of the Environmental Monitoring programs through the systematic review of current practises and processes, implementation of technical improvement and benchmarking against best practise.
- Contribute to the continual review and improvement of ANSTO's Environmental Management System to ensure compliance with the ISO14001 standard and support of external audits of the EMS.
- Undertake additional duties as required and during period of leave of other staff.

Decision Making

- The ANSTO values, organisational corporate plan, business plan, integrated business plan, the NSSS strategy and Nuclear Stewardship strategic objectives and designated science program objectives 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 objectives of the unit, including deciding on methods and approaches, operations, project planning and allocation of resources.
- 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 evidence, but at times may be required to make sound judgements in complex decision making.
- The Manager determines key work priorities within the context of agreed work plans and will consult with the Leader, Nuclear Stewardship on complex, sensitive and major issues that have a significant impact on the business area of ANSTO.
- 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

- Maintaining the strategic direction of the group whilst managing conflicting priorities and deadlines.
- Consistent and reliable delivery on critical outcomes through the effective and efficient allocation and use of resources to meet business and operational requirements.
- Keeping abreast of recent developments ensuring continual improvement and implementation of best practise whilst filtering information to all team members.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Line Manager	<ul style="list-style-type: none"> • Receive support and broad guidance • Provide authoritative and evidence based advice

	<ul style="list-style-type: none"> • Staff engagement and quality recruitment • Negotiate and report on budgets, financial performance and resources consistent with strategic plans and goals • Recommend and gain endorsement for improvement or development plans and goals and other initiatives • Inform of commitments to deliver projects and activities • Escalate issues and propose solutions
Group Executives and Senior Managers	<ul style="list-style-type: none"> • Provide and receive advice and counsel on environmental monitoring matters • Provide authoritative and evidence based advice • Recommend and gain endorsement for measures to address risks in delivering on user requirements
Work area team members (direct and indirect reports)	<ul style="list-style-type: none"> • Provide leadership, management, direction and support • Authorise commitment to deliver projects and activities • Demonstrate teamwork and knowledge sharing • Collaborate and share accountability • Provide for engagement and learning • Negotiate and resolve conflicts
Other departments (e.g. Regulatory and Governance, Chief Nuclear Officer, High Reliability)	<ul style="list-style-type: none"> • Provide authoritative and evidence based advice • Facilitate collaboration and provision of Environmental Monitoring services • Promote Environmental Monitoring expertise and services
External	
Users (customers, scientists, researchers, post-docs, students, and visitors)	<ul style="list-style-type: none"> • Establish and sustain constructive relationships • Understand and deliver on user requirements and desired outcomes • Manage availability of resources • Promote ANSTO's and Australia's role in environmental monitoring
Bilateral and Multilateral forums	<ul style="list-style-type: none"> • Engage in technical forums on behalf of ANSTO • Represent ANSTO and Australia at fora related to environmental monitoring
International Organisations	<ul style="list-style-type: none"> • Represent ANSTO and Australia at fora related to environmental monitoring

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the General Manager, Nuclear Stewardship
Direct Reports	1 x Senior Atmospheric Scientist 1 x Senior Environmental Scientist
Indirect Reports	4: 1 x Meteorology Technical Officer; 1 x Environmental Monitoring Scientist; 2 x Environmental Monitoring Officer

Financial Data (2024/2025)

Revenue / Grants	\$20K
Operating Budget	\$1.25M (inclusive of salaries)
Staffing Budget	\$900K
Capital Budget	\$150K
Assets	\$2.0 M (2025 replacement cost)

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 Travel to ANSTO sites within Australia 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 Occasional laboratory based physical requirements including 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
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 Obtain and maintain appropriate national security clearance

Workplace Health & Safety

Specific role/s as specified in <u>AP-2362</u> of the ANSTO WHS Management System	All Workers Officer (definitions found in appendix A of AP-2362) 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. Degree or higher in Science or Applied Sciences with significant industry experience in a relevant field of applied science.
2. Significant knowledge and skills in environmental and airborne discharge monitoring and modelling, environmental behaviour of radionuclides and compliance reporting.
3. Extensive knowledge of International, National, State and Local regulations and guidelines including Safety, Quality and Environmental Management Systems.
4. Proven ability to plan, manage and lead programs and high-performing teams to achieve scientific excellence, desired organisational outcomes and optimal work performance.
5. Strong stakeholder focus with demonstrated ability to build collaborative business relationships and networks.
6. Proven track-record of financial management, forecasting, planning (both financial and workforce/succession) and cost control.
7. Proven track record on continued improvement of business systems and bespoke software applications that support the Environmental Monitoring systems.
8. Strong written and oral communication skills, proven ability to conduct research and prepare scientific reports and publications.

9. Strong influencing, planning and organisational skills with the ability to prioritize work.
10. Proven ability in the development of new ideas, and the ability to evaluate, guide and influence on new concepts.
11. Understanding the importance of Work Health Safety and Environmental practices.

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:	Jennifer Harrison	Name:	Miles Apperley
Title:	General Manager, Nuclear Stewardship	Title:	Group Executive, Nuclear Safety, Security and Stewardship
Signature:		Signature:	
Date:		Date:	