



POSITION DESCRIPTION

Position Title:	OPAL System Engineering Group Leader <ul style="list-style-type: none"> • I&C and Electrical • Mechanical and Process
Cluster / Business Unit / Division	Nuclear Operations and Nuclear Medicine
Section or Unit:	OPAL Engineering
Classification:	Band 7
Job Family:	Engineering and Technical
Position Description Number:	PD-0808
Work Contract Type:	Professional/Manager
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The primary objective of the OPAL System Engineering Group Leader is to lead a team of OPAL System Engineers to ensure team members are effectively utilised to deliver the safe, efficient and reliable operation of the OPAL Research Reactor. The OPAL System Engineering Group Leader applies both extensive leadership capabilities and engineering experience to coordinate the activities of the group in a supportive and productive environment.

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 Operation and Nuclear Medicine group brings together the key areas of Reactor Operations, the commercial businesses of Health and ANSTO Nuclear Medicine (ANM) and Waste Management.

Reactor Operations is responsible for operation of the OPAL Reactor Facility for the purpose of supporting the strategic objectives of ANSTO, including the provision of neutron beams to the Australian Centre for Neutron Scattering and the operation of irradiation facilities for the production of radiopharmaceuticals and other radioisotopes. OPAL Engineering Section provides system and project engineering support to facilitate the safe and reliable operation of the OPAL Reactor Facility.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Provide a supportive and engaging work environment for the team to ensure outcomes are planned and achieved that are in alignment with the objectives of safe, efficient and reliable reactor operation and other organisational strategic objectives and values;
- Apply leadership experience to develop a team of engineers to ensure the required technical knowledge and expertise is maintained within the group;
- Work cooperatively with the team to allocate, prioritise, plan and schedule work activities, and to supervise and review work undertaken;

- Perform accountabilities of a Senior System Engineer (PD-0564, Band 6) and provide expert guidance and advice on technical and process issues relating to tasks of the System Engineering Group;
- Facilitate proactive and productive working relationships both within the System Engineering Group, including regular group meetings, as well as with key internal customers (OPAL Maintenance, Operations and Utilisation Groups) and key internal service providers (RO Information Technology, Engineering & Capital Programs, Nuclear Services and Quality and Configuration Management Groups);
- Report to OPAL management on the status and performance of relevant plant systems and the System Engineering Group, including work progress, work backlog, technical issues, resourcing, training, personnel issues;
- Monitor performance of System Engineering Group staff and conduct annual performance and effectiveness appraisals (APEAs);
- Mentor and coach staff within the System Engineering Group as well as other staff within OPAL Engineering and Maintenance section in order to develop and improve capabilities;
- Reinforce the desired safety culture within engineering and maintenance teams to ensure the safest possible workplace culture and behaviours;
- Allocate and monitor the progress of investigations and actions assigned to staff within the System Engineering Group & completion of assigned actions
- Make recommendations on and implement improvements to management systems and processes relating to OPAL engineering, maintenance, asset management and project management;
- Undertake additional duties as required and during period of leave of other staff.

Decision Making

- The ANSTO Asset Management Policy, the ANSTO Strategic Asset Management Plan and the OPAL Reactor Facility Asset Management Plan provide the context for the position from an Asset Management perspective.
- The ANSTO values, ANSTO corporate plan, the Reactor Operations Business Plan and the Reactor Operations Business Management System provide the context for the position from a business perspective.
- The position works within a framework of legislation, policies, professional standards and business management system manuals, procedures and instructions. 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 to Asset Managers and Service Providers 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.
- The position assesses and determines key work priorities within the context of agreed work plans and consults with the supervisor on complex, sensitive and major issues that have a significant impact on the business unit.
- 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

- Apply leadership capabilities to create a supporting and engaging work environment with an aim of developing a team of engineers that deliver outcomes focused on safe, efficient and reliable operations.
- Developing innovative & creative solutions to complex reactor plant system issues where there may be few precedents and involving diverse stakeholders with often conflicting requirements.
- Developing and maintaining knowledge of nuclear engineering and the OPAL reactor facility, a highly complex, specialised and one of a kind nuclear facility.
- Ensuring stringent nuclear regulations and applicable codes & practices are adhered to, including those relating to safety & nuclear technology.

- Managing and prioritising a high workload of project, operations and maintenance-based tasks often with tight deadlines imposed by shutdown and operating / production schedules.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager/Executive	<ul style="list-style-type: none"> Provide guidance and direction, facilitate organisational alignment Provide expert, authoritative and evidence-based advice Make decisions based on advice / recommendations provided Negotiate and report on budgets and resources consistent with strategic plans and goals Approve significant projects, changes, expenditures Set objectives and assess performance
Work area team members	<ul style="list-style-type: none"> Provide expert advice and analysis 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"> 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
Other departments (name)	<ul style="list-style-type: none"> OPAL Operations, Utilisation and Maintenance Sections RO Technical Support and Nuclear Analysis Groups ANSTO Maintenance and Engineering (AME) Other departments as per OPAL Asset Management Plan
External	
Suppliers	<ul style="list-style-type: none"> Provide goods and services
ARPANSA	<ul style="list-style-type: none"> OPAL nuclear regulatory body

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the OPAL Engineering Manager
Direct Reports	7 x OPAL System Engineer (PD-0564) 3 x OPAL Project Engineer/Officer (PD-1673/PD-1668)
Indirect Reports	Nil
Special / Physical Requirements	
Location:	Lucas Heights
Travel:	<ul style="list-style-type: none"> Travel is not a requirement of the role, but opportunities to travel both internationally and nationally may arise from time to time to participate in activities such as training, conferences, collaboration projects, supplier visits, etc.
Physical:	<ul style="list-style-type: none"> Office-based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Wearing personal protective equipment for the handling of hazardous and/or radioactive materials

Radiation areas:	<ul style="list-style-type: none"> • 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:	<ul style="list-style-type: none"> • Willingness to work extended and varied hours based on operational requirements • After hours work may be required for short and infrequent periods
Clearance requirements:	<ul style="list-style-type: none"> • Satisfy ANSTO Security and Medical clearance requirements • Obtain and maintain appropriate federal government clearance

Workplace Health & Safety

Specific role/s as specified in <u>AG-2362</u> of the ANSTO WHS Management System	All Workers Officer (definitions found in appendix 1 of AG-2362) Managers / Leaders / Supervisors Other specialised roles identified within the guideline that a position holder may be allocated to in the course of their duties
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ORGANISATIONAL CHART

Refer to OF 44 in Nuclear Operations business management system.

KNOWLEDGE, SKILLS AND EXPERIENCE

- Experience and demonstrated ability to apply leadership skills with an aim of building productive and supportive teams;
- Significant industrial engineering experience in a field relevant to discipline, with a proportion gained in the nuclear industry or equivalent industry;
- All qualifications, knowledge, skills and experience requirements of a Senior System Engineer (PD-0564, Band 6);
- Demonstrated ability to lead, manage, organise and supervise a team;
- Excellent communication skills (both written and verbal) with a focus on creating productive working relationships
- Proven ability to show initiative in working independently, be deadline driven, and reliable in following through with actions;
- Demonstrated organisational skills including the ability to apply judgement to manage demanding workloads and conflicting priorities;
- Demonstrated understanding of and responsiveness to the needs of customers, service providers and stakeholders relevant to the engineering function.

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:	Andrew Frikken	Name:	
Title:	OPAL Engineering Manager	Title:	
Signature:		Signature:	
Date:	Jan 2023	Date:	