

POSITION DESCRIPTION

Position Title:	Health Physicist
Cluster / Business Unit / Division	Nuclear Operations, Safety and Security (NOSS) / High Reliability
Section or Unit:	Radiation Protection
Classification:	Band 5/6
Job Family:	Operations
Position Description Number:	PD-2171
Work Contract Type:	Professional
STEMM/NON-STEMM:	NON-STEMM

POSITION PURPOSE

Provide radiation protection advice and services to a range of operational areas across ANSTO to:

- ensure the effective protection and safety of individuals for planned, existing and emergency exposure situations;
- support conformity of ANSTO undertakings with ANSTO's Work Health and Safety Management System to comply with regulatory requirements for occupationally exposed persons; and
- establish international best practices from the IAEA guides and standards to ensure nuclear and radiological safety is maintained.

ORGANISATIONAL ENVIRONMENT

ANSTO is a leading global nuclear science and technology organisation delivering world class research and expertise to benefit Australia and support a more sustainable future. Using nuclear science, we improve health, support industries, provide expert advice to government on nuclear technologies and help develop Australia's nuclear workforce.

Nuclear Operations, Safety and Security incorporate Reactor Operations, Waste Management Services, 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 mandated services to federal and state government departments and agencies.

ANSTO is committed to delivering excellence in safety performance based on ANSTO's core values. The High Reliability team is comprised of professionals who provide WHS, Radiation Protection, Occupational Health and Emergency subject matter expertise and services to the organisation and our external stakeholders to ensure the ongoing safety of our people and maintain ANSTO's reputation for safe, secure, sustainable operations in line with regulatory requirement, community expectation and continuous improvement to a best practice standard. This includes supporting the Visiting Ships Panel (Nuclear) and working with the Department of Defence in its program to acquire a nuclear-powered submarine capability. Continuous improvement to best practice standard across the organisation is embedded at the local level through the programs put in place by High Reliability support functions.

High Reliability ensures coordinated and adequate preparations, procedures, people, and equipment are in place to effectively and safely support all ANSTO planned and emergency situations, and support radiological or nuclear events anywhere in NSW, Australia or internationally as outlined in plans and arrangements.

Radiation Protection provides advice and assurance service to the whole of ANSTO. This includes radiological assurance monitoring, radiation protection training, leadership to support emergency preparedness and related regulatory relationships.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

To support ANSTO's strategic objectives to act as Australia's source of nuclear expertise, advice and services to governments, academia, industry and community, this role has the following key accountabilities for the Band 5 Health Physicist position:

- Apply knowledge of radiation protection practices and principles, methods of measurement, instruments used and their calibration. Analyse, interpret and reach conclusions from detection identification and monitoring data.
- Advise ANSTO and clients on effective radiation protection measures to be taken across a varied range of situations. Consult with Senior Health Physicists for solutions to complex issues.
- Provide guidance, mentorship, and instruction to health physicists and health physics surveyors. This can include giving support to the development of trainees and providing assistance and advice for routine and non-routine operational tasks.
- Develop and demonstrate knowledge of the relevant state, commonwealth and international standards and regulations and exhibit sound understanding of ANSTO activities, radiation practices, and radiation protection principles in order to respond to operational demands and safety incidents.
- Perform and assist in radiation safety assessments, nuclear safety assessments, and risk assessments as part of the Safety and Reliability Assurance (SRA) process, and/or the Reactor Assurance Committee (RAC) process.
- Develop strong client relationships and adapt communication styles to suit levels of technical understanding to reach agreement on desired outcomes and so that clients are confident to act upon given advice.
- Triage and support client investigations of radiological events at ANSTO to ensure causes of events are identified through analysis and interpretation of data and provide appropriate recommendations.
- Preparation of technical reports relating to projects, practices, license conditions, dosimetry, and emergency situations.
- Perform optimisation studies and identify improvements in local radiological safety programs for new and existing processes.
- Ensure a Through Life Capability Management approach to all radiation and nuclear new build and decommissioning activities.
- Deliver training in aspects of radiation protection to ANSTO workers and support the delivery of commercial radiation safety training as available.
- Support ANSTO Emergency Arrangements as a Radiological Assessor and participate in an on-call rota to respond to out of hours emergencies and urgent operational requests as defined in the relevant RPS On-Call guidance.
- Behave in a manner that reflects the ANSTO Values and engenders an inclusive environment for all.
- Undertake additional duties as required and during periods of leave of other staff.
- Fulfill WHS responsibilities as specified in AG-2362 of the ANSTO WHS system.

In addition, the key accountabilities for a Band 6 Senior Health Physicist include:

- Technical authority of radiation protection in an allocated area of ANSTO operations. Guide and co-ordinate other health physicists and health physics surveyors conducting work in their operational area and provide expert advice on complex radiation protection matters.
- Demonstrate strong leadership qualities, working consultatively and collaboratively with project leaders, clients, and high reliability staff to establish productive working relationships and foster the communication of experiences and knowledge across different divisions.
- Promote and foster safety culture at ANSTO with the aim of continuous improvement and understanding of radiation safety measures. This may include challenging established ways of working in favour of more optimal approaches.
- Maintain knowledge of industry best practice and technology developments. Share this knowledge with team members and assess the relevance of developments and their benefits to ANSTO.

- Demonstrate expert knowledge of the relevant state, commonwealth and international standards and regulations and ensure the development and application of radiation protection standards, policies, and guides within ANSTO facilities in accordance with international best practice.
- Provide expert advice in complex radiation safety assessments, nuclear safety assessments, and risk assessments as part of the Safety and Reliability Assurance (SRA) process, and/or to the Reactor Assurance Committee (RAC) process.
- Perform and/or co-ordinate investigations of radiological events to ensure causes are identified and compile reports with appropriate recommendations to address identified issues and prevent recurrence.
- Prepare comprehensive technical reports making recommendations to senior management and/or external bodies.
- Develop, deliver, and review radiation protection training to ANSTO workers and clients, including area or task specific training. Support the delivery of community and commercial training activities.
- Support ANSTO Emergency Arrangements as a Radiological Assessor and, working closely with the Radiological Emergency Manager, provide authoritative Radiation Protection advice to the Incident Controller.
- Represent ANSTO as a subject matter expert at national and international forums and ensure ANSTO arrangements are compatible with world's best practice.

TRANSITION CRITERIA

To allow transition from Band 5 to Band 6, or direct appointment to Band 6, evidence must be provided for the following criteria:

1. Developing and applying radiation protection standards, policies and guides within facilities and practices they support (as Technical Authority).
2. Providing expert advice on complex radiation protection matters, including demonstrating expert knowledge of the relevant state, commonwealth and international standards and regulations.
3. Working consultatively and collaboratively with project leaders, clients, and high reliability staff to establish productive working relationships and foster the communication of experiences and knowledge across different divisions. This can include guiding and coordinating other health physicists and health physics surveyors conducting work in their operational area.
4. Maintaining knowledge of industry best practice and technology developments. This can include representing the organisation as a subject matter expert at national and international forums.
5. Performing and/or coordinating investigations of radiological safety incidents and any reports produced with appropriate recommendations to address identified issues and prevent recurrence.

In addition, evidence must be provided for at least three (3) of the following criteria:

1. Promoting and fostering safety culture with evidence of continuous improvement and understanding of radiation safety measures. This may include challenging established ways of working in favour of more optimal approaches.
2. Sharing industry best practice and technology developments with team members.
3. Developing and reviewing radiation protection training to ANSTO workers and clients or external stakeholders. This can include area or task specific training.
4. Performing and assisting in complex radiation safety assessments, nuclear safety assessments, and risk assessments.
5. Preparing comprehensive technical reports making recommendations to senior management and/or external bodies.

DECISION MAKING

- The position works within a framework of legislation, international guidance, policies, professional standards and resource parameters. Within this framework the position has independence in determining how to achieve objectives.
- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the WHS Strategy, the Radiation Protection strategy, RPS strategic operational objectives, and WHS and RPS Business Management Systems provide the context for the position;
- The position is fully accountable for the accuracy, integrity and quality of the content of measurement and advice provided to staff and managers and is required to ensure that decisions are based on sound evidence and accurate interpretation of measurements. At times may be required to make effective judgements under pressure or in the absence of complete information or expert advice
- The position determines key work priorities for their team within the context of agreed work plans and will consult with the RP Operations Leader and RPS Manager on complex, sensitive or major issues that may have a significant impact on ANSTO, the customer group or High Reliability;
- 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

The major challenges for this position include:

- Obtaining acceptance and buy in from clients with diverse scientific, engineering and operational priorities.
- Developing skills and knowledge in radiation protection practices and principles, in use of radiation monitoring instruments, and in specific practices and instrumentation across ANSTO's many operational areas.
- Keep up to date with current technology and best practice in radiation protection, establish and foster professional networks in order to access and share information.
- Enhancing Radiation Protection capabilities within ANSTO, nationally and internationally
- Development of management and team building skills.

KEY RELATIONSHIPS

The position's key internal customers include various business areas across ANSTO. The Health Physicist works closely with the various Subject Matter Experts E.g. Work areas, Radiation Protection, Asset Management, and Work Health & Safety, who provide specialist resources.

External stakeholders include Local, Regional and State Emergency Management authorities, the National Emergency Management Agency (NEMA), NSW State combat agencies, the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA), and Comcare.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Senior Safety Operations Manager	• Receive guidance and direction. • Provide expert, authoritative and evidence-based advice. • Staff engagement and quality recruitment • Negotiate and report on budgets and resources consistent with strategic plans and goals. • Recommend and gain endorsement for plans and goals and other initiatives
Radiation Protection Team members	• Provide expert, authoritative advice and analysis on radiation protection and safety matters.

	• Encourage and contribute to group decision making processes, planning, and goals. • Collaborate and share accountability and resources. • Negotiate and resolve conflicts.
Indirect Reports (HPS)	• Provide leadership, guidance, and support;
Key employees across ANSTO business units/campuses.	• Coordinate their development and training in relation to emergency preparedness and response
High Reliability team members	• Provide expert advice and analysis on all work health and safety matters and staff issues. • Encourage and contribute to group decision making processes, planning, and goals. • Collaborate and share accountability and resources. • Negotiate and resolve conflicts
ANSTO Radiation Services	• Work closely to support commercial agreements with external stakeholders. • Provide expert advice and analysis on radiation protection matters.
Nuclear Stewardship and ANSTO Detection & Imaging	• Liaise with radio analytics laboratories to leverage current and emerging technology and best practice in radiation detection, identification and measurement for operational and emergency use.
ANSTO undertakings	• Supporting operational implementation of ANSTO's response roles during incidents and emergencies • Developing, maintaining, and enhancing their emergency arrangements.
ANSTO Communications	• Assisting ANSTO Communications develop guidance and advice for ANSTO and others on public communications in incidents and emergencies and implementing outreach activities.
External	
Senior Commonwealth and State/Territory personnel	• To co-ordinate and co-operate on radiation protection requirements for planned, existing and emergency exposure situations in line with state, national and international plans, and guidance.
ARPANSA	• Reporting, expert advice and collaboration.
IAEA	• Coordinate and cooperate in radiation protection requirements for planned, existing and emergency exposure situations in line with national and international plans and guidance.

POSITION DIMENSIONS

Staff Data	
Reporting Line	Depending on the specific recruitment position could report to one of the following: Radiation Protection Operations Manager Radiation Safety Lifecycle Manager, or Radiological Emergency Manager
Collaborative Interaction	Leader, Health Physics Surveyors Leader, Human Health Monitoring
Direct/Indirect Reports	The Health Physicist and Senior Health Physicist provides leadership and guidance to colleagues, clients and ANSTO workers that perform radiation protection related roles.

Financial Data (2025-2026)	NOTE: For which the role is responsible for
Revenue / Grants	Nil
Operating Budget	Nil
Staffing Budget	Nil
Capital Budget	Nil
Assets	Nil

Special / Physical Requirements

Location:	Lucas Heights / Clayton / Camperdown Working in different areas of designated site/campus as needed
Travel:	Will be required travel to different ANSTO sites from time to time. Infrequent travel both internationally and nationally, most frequently for professional development including up to 3 months initial training
Physical:	Working in different areas of ANSTO as needed. Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer). Frequent public speaking, such as practical training, multi-agency seminars, executive committees, emergency operations centres, multi-agency committees and working groups. Occasional wearing personal protective equipment and respiratory equipment for the handling of hazardous and/or radioactive materials. Occasional movements (climbing, stooping, kneeling, crouching, crawling, hand/wrist/arm movements using contamination and dose rate monitors).
Radiation areas:	Will 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. These could be sealed or unsealed. 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. After hours work may be required for short and infrequent periods. Required to participate in an on-call roster 24 x 7 x 365.
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements.
National security requirements	Obtain and maintain appropriate federal government clearance (Essential – Baseline Desirable - Negative Vetting 1)

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) Group Executive / General Manager Managers / Leaders / Supervisors Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties
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KNOWLEDGE, SKILLS AND EXPERIENCE

1. Degree or equivalent experience in Science or Engineering with a sound knowledge of the sciences underpinning radiation safety.
2. Knowledge and experience in operational health physics and radiation safety with an understanding of the underpinning legislation and regulations.
3. People management skills including experience leading and mentoring staff.
4. Analytical and problem-solving skills with the capacity to resolve complex issues and achieve successful organisational outcomes.
5. Demonstrated ability to work independently, collaborate with a team, or lead a small group.
6. Strong communication and interpersonal skills with experience in managing effective relationships with key stakeholders and clients and the ability to adapt communication styles to suit the audience.
7. Strong written communication skills including experience with drafting of procedures and writing technical reports.
8. Proven project and time management skills displaying strong analytical, planning, organisational and problem-solving abilities.
9. Demonstrated experience in successfully driving customer service, cultural change, and continuous improvement initiatives and delivery.
10. Willingness to proactively share knowledge, information, and insight with team members.

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:	Jordan Saratsopoulos	Name:	Samantha Arkapaw
Title:	Manager, Radiation Protection Operations	Title:	Acting, General Manager, High Reliability
Signature:		Signature:	
Date:	July 2026	Date:	July 2026