



POSITION DESCRIPTION

Position Title:	Research Leader – Environmental Change
Cluster / Business Unit / Division	NSTLI/Research
Section or Unit:	Environment Theme
Classification:	Band 7
Position Description Number:	PD-2064
Work Contract Type:	Research/Management
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The Research Leader – Environmental Change position is to utilise expertise and knowledge in the field of palaeoclimate and palaeoecology in order to provide scientific and strategic leadership in discovery research and development of research applications using nuclear and isotopic techniques, with significant scientific outcomes aligned with ANSTO and NSTLI's strategic directions.

ORGANISATIONAL ENVIRONMENT

ANSTO is the national organisation for nuclear science and technology and as such uses nuclear science to benefit industry, people and the environment. We focus on delivering excellence in innovation, insights and discovery through our people, partnerships, nuclear expertise and landmark infrastructure.

Nuclear Science & Technology and Landmark Infrastructure (NSTLI) incorporates ANSTO's research, innovation, landmark research infrastructure and associated platforms and capabilities. NSTLI conducts research and development in relation to nuclear science and technology and connects people, transfers knowledge and provides nuclear-based products and services for the benefit of Australia.

NSTLI's Research Portfolio undertakes world class applied and translational research utilising nuclear techniques to foster innovation in research and development programs to enhance ANSTO's contribution to supporting a sustainable and healthier future for our country, the planet and people everywhere. The Research Portfolio consists of research themes that define the broad subject areas of research with underlying programs that are focussed activity groupings that contribute to the overall objectives of the research theme and also conducting research sub-programs within different platforms. The Research Themes are Environment, Human Health and Nuclear Fuel Cycle.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

1. Conduct internationally recognised, independent research in the field of palaeoclimatology and palaeoecology using low-level environmental radiochemistry, geochemistry and biological indicators that make a significant contribution to the scientific community through publications in international peer reviewed journals and other reputable media of communication, and participate in professional fora, steering committees and other associations that add value to ANSTO's strategic science objectives;
2. Provide specialised scientific advice and recommendations on scientific matters to national and international collaborators, government, research entities, journals, professional associations and other stakeholders;
3. Foster and maintain a scientific reputation and professional networks in the field of palaeoclimatology and palaeoecology at international and national levels, and leverage off this reputation and network to initiate and drive collaborative research projects, promote ANSTO's scientific reputation, and access international best practice and leading edge advancements;

4. Supervise and mentor students, early career researchers and post-docs, and work collaboratively to share research and technical expertise, and disseminate specialist knowledge;
5. Utilise a range of communication techniques with a diverse range of stakeholders at various levels of scientific or technical understanding to effectively address their needs;
6. Initiate and lead significant collaborative research and commercial projects that are directly relevant to the goals and objectives of the Environment Theme to achieve NSTLI and the Theme's research strategy by:
 - a. Conducting innovative research leading to scientific achievements to deliver research outcomes advancing the field of palaeoclimatology and palaeoecology;
 - b. Engaging in scientific activities ranging from fundamental research to the investigation of specific industry or partnered research problems, and pursuing new ideas and approaches that create new concepts;
 - c. Developing, initiating and managing multiple innovative research activities aligned with ANSTO's strategic direction and utilising NSTLI's landmark infrastructure, in particular ITNS and CAS, together with external collaborations;
7. Undertake additional duties as required and during period of leave of other staff.

Decision Making

- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the NSTLI Strategy and NSTLI Research Theme Objectives and designated research program objectives provide the context for the position;
- The Research Leader – Environmental Change has a key role within the Environment Theme. The position leads key research projects within the Environmental Change Program;
- The position works within a framework of legislation, policies, professional standards and resource parameters. Within this framework the Research Leader – Environmental Change executes plans to achieve agreed program objectives;
- In collaboration and agreement with the Research Theme leader, Research Program Managers and Research Project Leaders, the position determines how to achieve outcomes, including deciding on methods and approaches, project planning and allocation of resources and is fully accountable for delivering research project outcomes within agreed timeframes and budgets;
- 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

- Delivering research results and outcomes to the required standards and timeframes, given the need to be agile and responsive to opportunities, and adapt in an often changing and unpredictable environment;
- Challenging established ways of working in favour of more productive approaches. Using specialist knowledge and experience to evaluate / review situations from a broad perspective;
- Establishing and fostering professional networks in order to promote and advance ANSTO's research efforts;
- Working effectively across a diversity of projects, working groups and disciplines including: leadership of research projects, both at ANSTO and within the international scientific arena; successful personal research contributions; maintenance and leveraging of scientific reputation; national and international fieldwork; professional, networking and outreach activities;
- Solving complex, conceptual scientific problems by seeking knowledge and alternative solutions, assessing new innovations and developments while creating innovative solutions and intellectual property;
- Communicating effectively with a diverse range of stakeholders at various levels of scientific and technical understanding;
- Contributing to the achievement of a collaborative approach and shared ownership, for consistent implementation of research project objectives;

- Ensuring the successful implementation of strategic objectives and project completion whilst managing conflicting priorities and deadlines;
- Keeping abreast of recent developments in the field, ensuring continual improvement and implementation of best practise.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Research Theme Leader	<ul style="list-style-type: none"> • Receive guidance and direction • Provide regular updates on key tasks, issues and priorities • Provide expert, authoritative and evidence based advice • Support and implement staff engagement and quality recruitment • Negotiate and report on budgets, financial performance and resources consistent with research objectives, plans, targets and goals • Recommend and gain endorsement for program plans and goals and change management initiatives • Escalate issues and propose solutions
Research Program Managers and Platform Managers	<ul style="list-style-type: none"> • Support leadership team members and work collaboratively to contribute to achieving research theme outcomes • Contribute to research theme decision making processes, planning and goals • Collaborate and share accountability • Negotiate and resolve conflicts
Research Program Team: Research Project Leaders	<ul style="list-style-type: none"> • Engage and consult to develop and update program and project goals and plans • Ensure projects reach the highest quality standards and achieve their maximum impact • Engage to monitor trends, performance and progress against the research program and business plans • Evaluate further support which may be required to ensure delivery against the plans
Research Theme Members: Research Theme Staff and contributors	<ul style="list-style-type: none"> • Support team members and work collaboratively to contribute to achieving research program and project outcomes • Provide and receive feedback • Participate in meetings, share information and provide input on issues • Develop and maintain effective working relationships and open channels of communication • Provide updates on research program and projects
External	
Universities, business, industry, scientific institutions	<ul style="list-style-type: none"> • Develop and maintain collaborative relationships • Gather and provide expert, authoritative and evidence based advice • Share knowledge and deliver outcomes from partnered research • Report and provide updates on project status
National and international bodies, fora and taskforces	<ul style="list-style-type: none"> • Actively contribute to and represent ANSTO and the Australian Government position • Actively engage in and contribute to increasing ANSTO's international reputation in area of expertise

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Environment Theme Leader and Environmental Change Program Manager
Direct Reports	Post-doctoral researchers
Indirect Reports	PhD students, Residential Scholarship Students

Special / Physical Requirements	
Location:	Lucas Heights and working in different areas of ANSTO as needed
Travel:	Occasional 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) Laboratory based physical requirements (sitting, standing, manual handling, chemical handling, operating scientific equipment)
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
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements

Workplace Health & Safety	
Specific role/s as specified in <u>AP- 2362</u> of the ANSTO WHS Management System	All Workers Managers / Leaders / Supervisors Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties

ORGANISATIONAL CHART

Refer to published Organisational Chart

KNOWLEDGE, SKILLS AND EXPERIENCE

1. PhD in Environmental Science or Earth Science with evidence of several years of independent research;
2. Demonstrated research experience and publication record in palaeoclimate / palaeoecology / environmental pollution / sediment dating;
3. In-depth understanding of the geochemical processes associated with the application of radiochemical and isotopic dating techniques and / or cycling and transport of radionuclides in environmental systems;
4. In-depth understanding of the application of geochemical techniques such as micro x-ray fluorescence core scanning in combination with biological indicators requiring light microscopy;
5. Knowledge of accelerator mass spectrometry techniques (e.g. radiocarbon, ion beam analysis);
6. Experience leading and managing research projects, including setting goals and objectives, leading negotiations;
7. People management skills and the ability to motivate and enthuse others. Experience guiding, developing and mentoring staff or students to deliver optimal and aligned research outcomes;
8. Flexible approach to work and the ability to apply judgement to manage conflicting priorities;
9. Ability to build and maintain productive working relationships within ANSTO at national and international levels;

- 10. Strong ability to communicate, including listening, providing constructive feedback, mentoring/counselling and negotiation skills;
- 11. Ability to attract international and national funding on a collaborative base to conduct multinational research.

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:	Henk Heijnis	Name:	Suzanne Hollins
Title:	Research Theme Leader	Title:	Head of Research
Signature:		Signature:	
Date:		Date:	