Australian Government

ANSTO
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POSITION DESCRIPTION

Position Title:	Beamline Scientist / Senior Beamline Scientist
Cluster / Business Unit / Division	Nuclear Science & Technology
Section or Unit:	Australian Synchrotron – Science Team
Classification:	Band 6/7 Linked
Position Description Number:	PD-2216 (Based on PD-1916 and PD-1917)
Work Contract Type:	Science / Research
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The ***Beamline Scientist*** (PD-1916) is a role within a beamline group of the Australian Synchrotron Science division. The role applies scientific expertise and experience to the operation, maintenance and development of synchrotron beamlines within their beamline group, as well as research, industry engagement and outreach activities. The role fosters excellent engagement with other members of the Beamline Group, the Science Team and other operational teams across the facility. The role will be required to develop knowledge of the capabilities, techniques and instrumentation within the beamline group to enable the best possible scientific outcomes. The role provides input into scientific development at the Australian Synchrotron through strategic planning and contributions to the planning for new beamlines.

The ***Senior Beamline Scientist*** (PD-1917) is a science expert within a beamline group of the Australian Synchrotron Science division. The role applies significant scientific expertise and experience to the operation, maintenance and development of synchrotron beamlines within their beamline group, as well as research, industry engagement and outreach activities. The role fosters excellent engagement with other members of the Beamline Group, the Science Team and other operational teams across the facility. The role will be required to understand the capabilities, techniques and instrumentation within the beamline group and apply expert knowledge to enable the best possible scientific outcomes. The role has significant input into scientific development at the Australian Synchrotron through strategic planning and contributions to the planning for new beamlines.

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.

Nuclear Science & Technology (NST) incorporates ANSTO's research, innovation, landmark research infrastructure, and associated platforms and capabilities. NST 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.

The Australian Synchrotron provides world-leading technical capability, and the nucleus around which new science and industry networks form as researchers interact. The synchrotron delivers better and faster experimental techniques that not only enhance current fundamental and applied research, but also opens-up new avenues of investigation to Australian science. The facility promotes international

collaboration to enable leading-edge research and development and is a hub for research that greatly benefits Australia and its regional neighbours.

The Science Team provides world-class user service and synchrotron expertise to Users of the Australian Synchrotron, including academic-based researchers, commercial and industry clients. This includes ensuring delivery of support to users through a range of services and support for access to the operational beamlines within the facility. Members of the Science Team collaborate with other ANSTO teams to maintain world-class beamlines and to develop new capabilities and systems (including new beamlines for the facility). They achieve high impact research outcomes in line with ANSTO's research mission and through collaborations with the Australian Synchrotron User Community. Science Team members also deliver highly effective outreach and training outcomes to promote the capabilities and achievements of the facility.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities - Band 6

- Provide scientific and technical support, advice and training to national and international synchrotron beamline users, including the making of scientific and technical decisions, ensuring outcomes from allocated beam-time are maximised and the user experience is optimal;
- Reduce and correct user data and provide advice or further data processing and interpretation;
- Liaise with the Australian scientific community to develop the user base for synchrotron research to ensure maximum usage of equipment, develop the community of collaborators and users, and maximise revenue;
- Develop knowledge of industry best practice and technological developments to contribute to improvement of the synchrotron beamline and associated facilities;
- Contribute to facilitate the beamline's Asset Management Plan, which includes maintenance, calibration, documentation, and collaborations with the AS Engineering, and Controls & Computing teams;
- Apply experience to beamline development activities and projects across the Beamline Group to improve and expand capabilities for research and industrial applications;
- Contribute expertise and knowledge to the development of plans and processes for the installation of new beamlines, facilities and capabilities;
- Undertake Industry Engagement activities within the Beamline Group to enable the delivery of optimal outcomes to Industry and Commercial clients to meet revenue targets whilst enhancing the Australian Synchrotron's reputation;
- Promote techniques, capabilities and applications to industry and commercial clients to identify industry leads and convert them to opportunities and contracts;
- Promote and develop outreach activities within the Beamline Group, and on behalf of the Australian Synchrotron and ANSTO. Participate in professional forums and other professional associations. Highlight the impact and benefits of the facility to the scientific community, external stakeholders, and general audiences at the local and international level;
- Use research networks to coordinate and collaborate with local and national scientists to produce research outcomes captured in international journals, and to increase usage of Australian Synchrotron facilities;
- Undertake research which increases own capacity for beamline usage and understanding and improves scientific visibility of the profile and facilities of the Australian Synchrotron. Deliver research and development which is aligned with customer and stakeholder needs;
- Ensure appropriate policy, procedures, and guidelines are adhered to associated with the beamline and facility in particular in relation to WHS, radiation safety and plant/equipment;

- Work collaboratively to share scientific expertise to contribute to the research culture within the Australian Synchrotron, NST and ANSTO;
- Undertake specific beamline responsibilities as assigned by the Beamline Group Manager;
- Undertake additional duties as required and during periods of leave of other staff.

Key Accountabilities - Band 7

- Undertake all Band 6 accountabilities at a technical expert level and independently without substantial supervision or guidance;
- Utilise significant specific knowledge and expertise to provide advanced scientific and technical support, advice and training to national and international synchrotron beamline users;
- Maintain and apply knowledge of industry best practice and technological developments to ensure synchrotron beamlines are improved and upgraded and kept at state-of-the-art to remain internationally competitive. Develop the capability to recognise and act upon opportunities arising from a global view of techniques enabled by the beamline;
- Apply extensive experience to initiate and lead beamline development activities and projects across the Beamline Group;
- Use research networks to coordinate and collaborate with local, national, and international scientists to produce research outcomes captured in leading international journals;
- Initiate and conduct leading-edge research of international standard which increases the capacity for beamline usage and understanding, and improves scientific visibility of the profile and facilities of the Australian Synchrotron through conversion of results into publications in leading journals;
- Coach, and mentor, researchers, post-doctoral fellows and students (as the opportunity arises) in both their use of synchrotron techniques and in their broader research. Collaborate with colleagues within the AS Beamline Groups;
- Undertake specific “beamline responsible” duties, commensurate with skills and expertise, as assigned/delegated by the Manager;

Decision Making

- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the NST strategy and Australian Synchrotron 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 plans and objectives of the beamline and must ensure compliance to relevant regulations at all times.
- The position is fully accountable for the accuracy, integrity, and quality of the content of advice, analysis and interpretation provided.
- Determine key work priorities within the context of agreed work plans and consult with line manager on complex, sensitive and major issues that have a significant impact.
- 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

- Develop and maintain a leading national and emerging international reputation for high-quality application of synchrotron techniques to world-class research;
- Carry out work in a heavily regulated environment, adherence to all regulations, working in accordance with operational requirements and tight deadlines;
- Maintain knowledge and expertise with new systems that are custom built;
- Achieve significant research outcomes while not jeopardising the key priority of delivering quality experience and outcomes for Australian Synchrotron users and industry clients.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Line Manager	• Receive guidance and direction • Provide expert advice and recommendations • Report on compliance of facility • Collaborate on plans and activities for the instrument/s and related matters • Recommend and gain approval for beamline modifications, enhancements and improvements, and process/procedure changes or improvements • Escalate issues and propose solutions
Work-area team members	• Provide advice, analysis, and recommendations • Contribute to group-decision-making processes, planning, and goals • Collaborate and share accountability, information, ideas, and workloads • Negotiate and resolve conflicts • Combined analysis and problem resolution
AS Engineering, Controls & Computing and sample environment staff and other support roles	• Contribute to facilitate the beamline's Asset Management Plan and day to day operations, which includes maintenance, calibration and documentation. • Collaborate and plan to manage technical maintenance and development activities • Collaborate on facility and experiment requirements • Liaise to determine faults, troubleshooting and repairs
NST Researchers and Scientists, and other ANSTO staff utilising facilities	• Facilitate, plan, and manage experiments, advise on data processing, analysis, and interpretation where required • Understand user requirements and desired outcomes • Provide expert advice, analysis, and results interpretation • Ensure safety and regulatory compliance • Provide training and supervision while working in and operating synchrotron beamlines /facility • Provide coaching and mentoring in use of synchrotron techniques and in broader research (**Band 7 only**) • Collaborate and share information • Build and maintain relationships

External	
Beamline Users from local and international universities, research institutes and industry	• Facilitate, plan and manage experiments, advise on data processing, analysis and interpretation where required • Understand user requirements and desired outcomes • Provide expert advice, analysis, and results interpretation • Provide training & supervision while working and operating synchrotron beamlines/facility • Provide coaching and mentoring in use of synchrotron techniques and in broader research (**Band 7 only**) • Ensure safety and regulatory compliance • Collaborate and share information • Build and maintain relationships
International synchrotrons and research organisations	• Develop and maintain international linkages around synchrotron scientific operations and research
Suppliers and contractors	• To ensure effective beamline development; project management and procurement requirements • Contractor supervision

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Beamline Group Manager (where position has been implemented), otherwise, Reports to the Principal Beamline Scientist (pre-restructure)
Direct Reports	None
Indirect Reports	None

Financial Data	
Revenue / Grants	-
Operating Budget	-
Staffing Budget	-
Capital Budget	-
Assets	-

Special / Physical Requirements	
Location:	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 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 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 After hours work may be required for short and infrequent periods
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 AG-2362 of the ANSTO WHS Management System	All Workers 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

Beamline Scientist - Band 6

1. PhD in Chemistry, Physics, Biology, Materials Science, Engineering, or a related discipline;
2. Post-doctoral (or similar) experience in execution and research applications of X-ray or neutron scattering or relevant area of research;
3. Experience as a beamline/instrument scientist undertaking experiments, supporting users, and providing data analysis in X-ray and/or neutron scattering;
4. Demonstrated sound contribution to research within the discipline which has made a recognisable advancement of knowledge or its application at a national level and solid track record of publication;
5. Excellent interpersonal and communication skills to work collaboratively and willingly share knowledge and information with users and other stakeholders;
6. Ability to work independently and able to plan and manage time to meet deadlines and objectives;
7. Strong customer focus and the ability to function well in a scientific user facility, work in a multi-cultural environment and develop and maintain productive working relationships;
8. Demonstrated ability to follow policy, procedures and guidelines;
9. Personal qualities that will add value to a team operating in a high-level client/user, safety and quality environment.

Senior Beamline Scientist - Band 7

1. PhD in Chemistry, Physics, Biology, Materials Science, Engineering, or a related discipline;
2. Substantial post-doctoral experience in execution and research applications of synchrotron infrared or X-ray scattering science;
3. Extensive experience as a beamline scientist undertaking experiments, supporting users, and providing data analysis in synchrotron infrared or X-ray scattering research;
4. Extensive experience supporting the user community including ensuring user and facility safety and regulatory compliance and mentoring, coaching, and training users and other researchers;

5. Demonstrated major contribution to research which has generated substantial new ideas, interpretations or critical findings and makes a significant and recognised contribution to knowledge or its application. Significant track record of publications in refereed journals of medium-to-high ranking;
6. Excellent interpersonal and communication skills to work collaboratively and willingly share knowledge and information with users and other stakeholders coupled with ability to develop and maintain collaborative relationships;
7. Well-developed capability to communicate science effectively at the international level through conferences and workshops;
8. Ability to work independently and able to plan and manage time to meet deadlines and objectives;
9. Strong customer focus and the ability to function well in a scientific user facility, work in a multi-cultural environment, and develop and maintain productive working relationships;
10. Demonstrated ability to follow policy, procedures, and guidelines;
11. Personal qualities that will add value to a team operating in a high-level client/user, safety and quality environment.

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:	Michael James	Name:	Andrew Peele
Title:	Senior Principal Scientist - Australian Synchrotron	Title:	Group Executive Nuclear Science & Technology; Director, Australian Synchrotron
Signature:		Signature:	
Date:		Date:	

Linked Position between Beamline Scientist (Band 6, PD-1916-V2) and Senior Beamline Scientist (Band 7, PD-1917-V2)

As part of the Australian Synchrotron Science Team restructure that was approved by ANSTO Senior Management and enacted in 2019, a mechanism was endorsed to enable Australian Synchrotron (AS) staff to be able to progress from ***Beamline Scientist*** (Band 6) to ***Senior Beamline Scientist*** (Band 7). The following document describes the criteria that need to be met for a Beamline Scientist to be able to transition into the equivalent Senior Beamline Scientist position within this Linked Position.

Position Descriptions

The relevant Position Description for this linked position is:
AS *Beamline Scientist* (Band 6) PD-1916 / *Senior Beamline Scientist*-(Band 7) PD-1917

Process to Apply for Transition to Band 7 within the Linked Role

Following conclusion of the annual APEA process in July each year, applications can be made for transition to Band 7. Applicants will need to have completed at-least 12 months at Band 6, Level 5 and will need to complete a portfolio of demonstrated outcomes to support a recommendation from their Line Manager.

Applications to transition to Senior Beamline Scientist will need to be endorsed by the Line Manager of the applicant, before being endorsed by the *Senior Principal Scientist - Australian Synchrotron* and the *Australian Synchrotron Director*.

Portfolio submission demonstrating and justifying how the employee meets requirements of the Senior Beamline Scientist role

(Limit contents of portfolio to activities within the past 5 years from the date of application. No more than 1 page per item)

- Description of experience and expertise in provision of world class user support.
- Description of major beamline / instrument development projects or maintenance activities led by the applicant, with statement of improved capabilities for experimental outcomes. This could include instrument controls or data analysis software development.
- Description of commercial clients secured through outreach delivered by the applicant; revenue generated and associated translational research outcomes. (If an NDA is in place, please refrain from using the client's name or specifics of the work undertaken).
- Research outcomes and leadership: Co-authored journal articles; graduate students supervised; successfully funded research grants.
- Outreach activities: Invited or keynote presentations; contributed oral presentations or seminars; workshops or conferences organised; beamline training workshop organised or delivered.
- Other activities that support organisational safety, diversity & inclusion, and operation outcomes.

Assessment Proforma

AS Beamline Scientist/Senior Scientist (PD-1916/1917) Band 6 to Band 7 Transition Checklist	
Name:	
Employee Number	
Beamline Group	
Line Manager	
Band 6 Commencement Date:	
Assessment Date:	

Attach written submission demonstrating and justifying how the employee meets the above requirements.

Review Criteria - (Assessed by Applicant's Line Manager)

Requirements for transition	Met Criteria
Minimum 5 years working as Beamline Scientist (Band 6)	☐ Yes ☐ No
Extensive experience operating within an Australian Synchrotron Beamline Team and demonstrate meeting all below requirements	☐ Yes ☐ No

Demonstrated ability to independently and responsibly perform band 7 Senior Beamline Scientist accountabilities and apply required knowledge, skills, and experience for the band 7 position including:	
Undertake band 6 accountabilities at a technical expert level and independently without supervision or guidance	☐ Yes ☐ No
Maintain and apply knowledge of industry best practice and technological developments to ensure synchrotron beamlines are improved and upgraded and kept at state-of-the-art to remain internationally competitive	☐ Yes ☐ No
Initiate and lead beamline development activities and projects across the Beamline Group to improve and expand capabilities for research and industrial applications, requiring substantial collaboration with other departments (e.g. Engineering, Controls and Computing, or User Office)	☐ Yes ☐ No
Application of specialist technical and scientific knowledge and expertise to examine, interpret, check, and validate methods and results to provide scientific analysis and accuracy of results	☐ Yes ☐ No
Troubleshoot beamline systems and investigate and resolve complex problems that require a holistic view of the beamline	☐ Yes ☐ No
Provision of technical leadership, coaching, mentoring, and demonstrating best practice to other beamline scientists and/or staff within the facility	☐ Yes ☐ No
Promotion of teamwork, knowledge sharing, and a collaborative and user focussed working environment	☐ Yes ☐ No
Collaboration and exchange of information with beamline scientists and groups at international synchrotron facilities	☐ Yes ☐ No
Use research networks to coordinate and collaborate with local, national, and international scientists to produce research outcomes captured in leading international journals	☐ Yes ☐ No
Contribute expert knowledge to ANSTO in the form of accessible documentation. This includes procedures, technical protocols, log entries, etc	☐ Yes ☐ No

Line Manager Recommendation

I have reviewed the employee's competence in accordance with Linked Role PD-2216 and certify that the employee meets all requirements for transition and recommend transition from Band 6 to Band 7 be endorsed as demonstrated in the attached written submission detailing how the employee meets each of the requirements.

Additional comments:

Name & Title:			
Signature:		Date:	

Australian Synchrotron Senior Principal Scientist

I have reviewed all information and approve transition within the linked role from Band 6 to Band 7.

Name & Title:			
Signature:		Date:	
Effective date of transition:			

Approval by Director, Australian Synchrotron

Name & Title:			
Signature:		Date:	

Appendix 1

ANSTO Job Families
Accounting & Finance
Administration
Communications & Marketing
Compliance & Regulation
Engineering and Technical
Human Resources
ICT & Digital Solutions
Information & Knowledge Management
Legal
Manufacturing
Monitoring & Audit
Operations
Organisational Leadership
Project & Program
Research
Science
Security & Intelligence
Senior Executive
Service Delivery
Strategic Policy
Trades & Labour

Question, Please describe your experience in Synchrotron or lab based Small Angle X-ray Scattering, and/or Small Angle Neutron Scattering experiencePlease describe your experience in Synchrotron or lab based Small Angle X-ray Scattering, and/or Small Angle Neutron Scattering experience

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