



POSITION DESCRIPTION

Position Title:	Health Physicist
Cluster / Business Unit / Division	Nuclear Safety, Security and Stewardship / High Reliability
Section or Unit:	Radiation Protection Services
Classification:	Band 5/6
Position Description Number:	PD-2171
Work Contract Type:	Professional
STEMM or NON-STEMM:	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;
- establish international best practices from the IAEA guides and standards to ensure nuclear and radiological safety is maintained; and
- further integrate, co-ordinate and harmonise what High Reliability does across safety, security, and stewardship for the benefit of ANSTO and external stakeholders.

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 Safety, Security and Stewardship 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 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 that provide WHS, Radiation Protection, Occupational Health and Emergency subject matter expertise and services to the organisation and our external stakeholders. 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.

The Radiation Protection Services group provides radiation protection 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. The group also works closely with ANSTO Radiation Services to provide radiation protection training and other services to external stakeholders on a commercial basis.

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 in order 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.
- To be an effective team leader and act as a recognised radiation protection expert providing technical advice to ANSTO staff and clients.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager, Radiation Protection Services	<ul style="list-style-type: none"> • 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.
RPS Team members	<ul style="list-style-type: none"> • 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.
Direct/Indirect Reports	<ul style="list-style-type: none"> • Provide leadership, guidance and support;
High Reliability Team members	<ul style="list-style-type: none"> • Receive expert advice and analysis on work health safety matters and staff issues; • Encourage and contribute to group decision making processes, planning and goals; • Collaborate and share accountability and resources;
ANSTO Radiation Services	<ul style="list-style-type: none"> • Work closely to support commercial agreements with external stakeholders; • Provide expert advice and analysis on radiation protection matters.
Nuclear Stewardship and ANSTO Detection & Imaging	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Support operational implementation of ANSTO's radiation protection roles during planned, existing and emergency exposure situations; • Develop, maintain and enhance their radiation protection arrangements.
ANSTO Communications	<ul style="list-style-type: none"> • Assist ANSTO Communications develop guidance and advice for ANSTO and others on public communications in radiation protection, and implementing RP outreach activities.
External	
Senior Commonwealth and State/Territory personnel	<ul style="list-style-type: none"> • Coordinate and cooperate on radiation protection requirements for planned, existing and emergency exposure situations in line with state, national and international plans and guidance.
ARPANSA	<ul style="list-style-type: none"> • Reporting, expert advice and collaboration.
IAEA	<ul style="list-style-type: none"> • Coordinate and cooperate in radiation protection requirements for planned, existing and emergency exposure situations in line with national and international plans and guidance.

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

ORGANISATIONAL CHART

Ref. published organisation chart.

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:	Andrew Popp	Name:	Karen Wolfe
Title:	Manager, Radiation Protection Services	Title:	General Manager, High Reliability
Signature:		Signature:	
Date:	July 2023	Date:	July 2023