



## POSITION DESCRIPTION

<b>Position Title:</b>	Head of Engineering Governance & Standards
<b>Cluster / Business Unit / Division</b>	Office of the Chief Engineer
<b>Section or Unit:</b>	Engineering Governance & Standards
<b>Classification:</b>	Band 10
<b>Job Family:</b>	Engineering and Technical
<b>Position Description Number:</b>	PD-2471
<b>Work Contract Type:</b>	Manager
<b>STEMM/NON-STEMM:</b>	STEMM
<b>STEMM CATEGORY:</b>	Engineering

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### POSITION PURPOSE

The Head of Engineering Governance & Standards is a pivotal leadership charged with setting the benchmark for engineering excellence within ANSTO. This senior position guides the creation and stewardship of comprehensive engineering standards and practises, ensuring their alignment with strategic objectives and regulatory requirements. The role leads a team of expert engineering professionals, who are dedicated to delivering technical assurance across ANSTO's diverse Engineering and Maintenance portfolio. The role is instrumental in driving a consistent and integrated approach to engineering, underpinning ANSTO's commitment to safety, sustainability, and innovation in serving the public interest. As a senior leader, the position models an appropriate balance between meeting customer needs and delivering a safe, compliant.

### 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 Office of the Chief Engineer will create an authorising environment through the development of an engineering management system which defines, manages, maintains, and assures safety, compliance, quality and integrity of assets, engineering standards and technical competence at ANSTO. This group provides standards, policies, expertise, engineering technical oversight and governance which supports engineering delivery and to provide challenge to certain engineering outcomes.

### ACCOUNTABILITIES & RESPONSIBILITIES

#### Key Accountabilities

- Establish a clear vision for engineering excellence and develop comprehensive engineering standards that align with strategic business objectives and regulatory requirements.
- Oversee the documentation, publication, and regular updating of engineering practises, ensuring they reflect current knowledge and industry advancements.
- Create a collaborative environment that values knowledge sharing and encourages innovative thinking within the team.
- Prioritise safety and sustainability in all engineering standards and practices, embedding a risk-based approach to mitigate potential impacts on the business, the public, and the environment.
- Drive alignment and integration of engineering standards across different divisions within the business, ensuring a unified approach and facilitating change management when needed.

- Engage with key stakeholders, including industry groups, regulatory bodies, and other external entities, to advocate for and influence engineering policies that serve the public interest.
- Promote a proactive pursuit of innovation in engineering practises to maintain a competitive edge and adapt to emerging technologies and methods.
- Undertake additional duties as required and during period of leave of other staff.

### Decision Making

- The position works within a framework of legislation, policies, professional standards, and resource parameters. Within this framework the position has independence in determining how to achieve objectives of the unit, including deciding on methods and approaches, operations, project planning and allocation of resources.
- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the unit strategy and unit objectives provide the context for the position.
- The position is fully accountable for the accuracy, integrity, and quality of the content of advice provided to ANSTO 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.
- Determine key work priorities within the context of agreed work plans and will consult with the Chief Engineer on complex, sensitive and major issues that have a significant impact on the unit.
- All Engineering and Maintenance practitioners will understand, utilise, comply with, and identify improvements to the ANSTO Engineering Management System as set by the Office of the Chief Engineer.
- 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

- Ensuring that the engineering standards and practices not only align with regulatory requirements but also support and advance the strategic objectives of ANSTO. This involves maintaining a balance between complying with external regulations and fostering internal innovation and strategic growth.
- Instituting consistent standards and practises across this diversity becomes a significant challenge. It necessitates tailoring guidelines that are suitably flexible to be applicable across different projects and disciplines while maintaining a high baseline of quality and safety.
- Implementing new standards often requires considerable changes in how teams operate. Overcoming resistance to these changes, breaking down silos, and encouraging a culture of continuous improvement present considerable challenges in leadership and change management.
- Ensuring that the business has the resources and capabilities necessary to adhere to the high standards is a key challenge. This includes the recruitment, retention, and development of expert professionals and the alignment of budget and resources to deliver on the commitment to engineering excellence.
- Ensuring that engineering practises remain state-of-the-art, while also fostering a culture of continuous improvement, requires a strategic and forward-thinking approach to standard development and practises.

### KEY RELATIONSHIPS

Who	Purpose
<b>Internal</b>	
Manager Executive	<ul style="list-style-type: none"> <li>• Receive guidance and direction</li> <li>• Provide expert, authoritative and evidence based advice</li> <li>• Staff engagement and quality recruitment</li> </ul>

	<ul style="list-style-type: none"> <li>• Negotiate and report on budgets and resources consistent with strategic plans and goals</li> <li>• Recommend and gain endorsement for plans and goals and other initiatives</li> </ul>
Work area team members	<ul style="list-style-type: none"> <li>• Provide expert advice and analysis on a full range of matters</li> <li>• Contribute to group decision making processes, planning and goals</li> <li>• Collaborate and share accountability</li> </ul>
Direct Reports	<ul style="list-style-type: none"> <li>• Provide leadership, guidance and support</li> <li>• Set performance requirements and manage performance and development</li> <li>• 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</li> </ul>
All ANSTO divisions	<ul style="list-style-type: none"> <li>• Key stakeholder and client groups</li> </ul>
<b>External</b>	
External Suppliers/consultants/regulators	<ul style="list-style-type: none"> <li>• External suppliers, designers, trades staff.</li> <li>• External customers when engaged in commercial work.</li> </ul>

## POSITION DIMENSIONS

<b>Staff Data</b>	
Reporting Line	Reports to the Chief Engineer
Direct Reports	Manager Technical Services
Indirect Reports	<ul style="list-style-type: none"> <li>• Lead Engineers</li> <li>• Lead Engineer – Electrical</li> <li>• Lead Engineer – Decommissioning</li> <li>• Lead Engineer – Packaging</li> </ul>

<b>Financial Data (2024/25)</b>	
Revenue / Grants	
Operating Budget	
Staffing Budget	
Capital Budget	
Assets	

<b>Special / Physical Requirements</b>	
Location:	Lucas Heights / 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

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
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 <u>AP-2362</u> of the ANSTO WHS Management System	All Workers
	General Manager
	Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties.

## ORGANISATIONAL CHART

On file

## KNOWLEDGE, SKILLS, AND EXPERIENCE

1. Relevant degree in Engineering is required
2. A deep understanding of engineering principles, methodologies, and tools pertinent to the Engineering industry sector. Expertise in the interpretation and application of relevant codes, standards, and regulatory requirements.
3. Proficiency in risk management, including the understanding of how to identify, mitigate, and manage risks associated with engineering and maintenance activities.
4. Strong leadership capabilities with the skill to inspire, manage, and develop a team of expert engineering professionals.
5. A proven track record of significant professional experience in engineering to maintain the authority required in this role.

## 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:	Name:
Title: Chief Engineer	Title: Chief Executive Officer
Signature:	Signature:
Date:	Date: