



POSITION DESCRIPTION

Position Title:	Group Executive Nuclear Medicine and Commercial Business
Cluster / Business Unit / Division	Nuclear Medicine and Commercial Business
Section or Unit:	Nuclear Medicine and Commercial Business
Classification:	ANSTO Executive
Position Description Number:	PD-2569
Work Contract Type:	Executive
STEMM/NON-STEMM:	NON-STEMM

POSITION PURPOSE

The position is first and foremost a member of the ANSTO Executive Committee with shared responsibility for the successful execution of ANSTO's vision and strategy. As a member of the Executive team, the position has direct responsibility for driving commitment to achieving the Organisation's goals and objectives and establishing a culture of achievement and accountability with strong links to ANSTO's strategy and values. To succeed, the position will need to prioritise best for ANSTO decision making, break down barriers to collaboration and manage change across the Organisation. To support the successful execution of ANSTO's vision and strategy and as a member of the Executive team, the position has direct responsibility for safety, risk management and compliance across the organisation.

The Group Executive is responsible for the profitable operation and growth of ANSTO's commercial portfolio. Additionally, the role provides strategic and operational leadership over the organisation's nuclear medicine operations, ensuring compliance with regulatory requirements and the reliable and efficient delivery of high-quality products to both domestic and international markets. The role supports ANSTO's mission by translating the organisations nuclear capability into products and services, and by fostering partnerships that amplify impact and revenue.

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.

The Nuclear Medicine and Commercial Business group applies nuclear expertise to deliver high-value products and services to Government, community, academia, industry and into ANSTO. Through innovation and excellence, the team generates revenue that supports and enhances ANSTO's growth and capacity to provide greater benefits to society.

ACCOUNTABILITIES & RESPONSIBILITIES

Organisation Accountabilities

- Drive the successful execution of ANSTO's vision and strategy by generating enthusiasm and commitment to organisational goals and cascade understanding of those goals throughout the Organisation. In doing so, define and communicate high-level objectives and translate these into practical, costed and resourced implementation strategies.
- Establish and maintain a culture of achievement and accountability with strong links to ANSTO's strategy and values.
- Ensure that organisational and divisional architecture is aligned to the Organisation's goals and enables a best for ANSTO approach, supporting cross divisional collaboration and breaking down silos.

- Drive initiatives in an environment of ongoing, widespread change with a focus on the wider political, social and environmental context. Equip the Organisation to effectively and efficiently manage required changes.
- Create an inclusive environment based on equity principles and ANSTO's values. Build a culture where individuals can thrive, and effective teams deliver results in the right way.
- Drive ANSTO's long-term financial sustainability by aligning resources to ensure the successful execution of ANSTO's strategy. Ensure the efficient, effective, ethical and prudent use of financial resources.
- Maintain uncompromising leadership and ownership of Safety at ANSTO ensuring that safety is front and centre all the time, every time.
- Ensure and drive exemplary risk management and compliance in line with Board expectations and the ANSTO Enterprise Risk Management Framework. Set and maintain clear boundaries and freedoms for the organisation in risk taking.
- Drive ANSTO's integrated Stakeholder Engagement strategy, ensuring that ANSTO has a visible, recognised and influential presence with key stakeholders, including its responsible Minister.
- Champion and model the ANSTO values, so they permeate across the organisation. Promote and model the value of self-improvement through actively seeking, reflecting on and integrating feedback to enhance own performance.

Role specific Accountabilities

- **Leadership of Commercial Portfolio:** The Group Executive is accountable for the overall performance and profitability of ANSTO's commercial business units. The role provides strategic direction, ensures commercial discipline and drives continuous improvement across each business, with a focus on margin growth, customer value and operational excellence.
- **Nuclear Medicine Leadership:** The Group Executive is accountable for both the strategic oversight and operational leadership of the nuclear medicine manufacturing and supply chain functions. The Executive is responsible for ensuring the reliable and efficient supply of pharmaceutical products to both domestic and international customers, while maintaining full compliance with regulatory, safety and quality requirements.
- **Commercial Strategy and Business Development:** The Group Executive is responsible for shaping and executing ANSTO's broader commercial strategy, including overseeing the development of sales and marketing plans for commercial activities. Lead business development activities such as identifying, evaluating, and developing commercial opportunities that arise from ANSTO's activities.

Decision Making

- Responsible for quality and timely decision making based on a best for ANSTO approach and driving support and commitment to those decisions.
- The levels of authority delegated to this position are those approved and issued by the Chief Executive Officer and as articulated in ANSTO Delegation Manual AS-1682 (as amended or replaced).
- Act with a high level of autonomy and make decisions aligned with the ANSTO strategic direction. The ANSTO Values, Corporate Plan, Business Plan as well as the framework of legislation, policies, professional standards and resource parameters provide context for the position.
- Provides expert and authoritative, influential, direct advice to the CEO and Executives on all matters relating to role specific accountabilities and is fully and individually accountable for the quality and validity of advice provided.

Key Challenges

- Ensure the reliable, safe, efficient, and compliant supply of nuclear medicine products in a highly regulated environment, while optimising costs and driving excellence in customer service.
- Managing the profitability of multiple commercial business units, each with unique offerings and market dynamics.

- Drive cultural change to embed a high-performance, commercial mindset within teams.
- Respond to external factors such as market volatility, supply chain disruptions, technological and policy change while maintaining business continuity.
- Ability to plan in a way that translates ANSTO's market strategies into actionable implementation plans.
- Identifying and eliminating duplication across the Organisation / function while adopting a streamlined approach to service delivery.
- Supporting the implementation of change management strategies to support ANSTO's transformation. Collaborating with cross-functional teams to foster a culture of adaptability and continuous improvement, while effectively communicating the benefits of change to stakeholders.
- Ensuring good governance, including standards, plans and priorities, is understood and continually strengthened, developed and applied in a consistent manner.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Chief Executive Officer	<ul style="list-style-type: none"> • Direct line manager
Executive Committee	<ul style="list-style-type: none"> • Provide expert advice and analysis on a full range of matters • Contribute to group decision making processes, planning and goals • Collaborate and share accountability • Negotiate and resolve conflicts • Proactively and effectively contribute to strategy creation, empowering one ANSTO creed, and the direction and the overall goals of the whole organisation • Build strategic relationships and persuade executive to adopt a best for ANSTO approach where there are conflicting business interests and opinions
Direct Reports	<ul style="list-style-type: none"> • Provide guidance and professional support • Set performance requirements and manage performance and facilitate their ongoing professional development • 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
Other Divisions	<ul style="list-style-type: none"> • Negotiate and influence the adoption of consistent risk management systems, practices and processes • Motivate and influence stakeholders to continuously and improve and operationalise risk management processes
External	
ANSTO Board and its committee	<ul style="list-style-type: none"> • Provide timely and accurate information and advice
Australian health professionals and hospitals, silicon manufacturers, national and international collaborators, Industry groups, member institutes, Australian Government	<ul style="list-style-type: none"> • Maintain collaborative relationships • Consult on organisation direction, synergies and engagement • Represent the ANSTO position

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Chief Executive Officer

Direct Reports	General Manager Nuclear Medicine Director ANSTO Businesses Commercial Support Manager Executive Manager ANSTO Consulting Services
Indirect Reports	Sub-division ~200

Financial Data (2021/2022)

Revenue / Grants	TBA
Operating Budget	TBA
Staffing Budget	TBA
Capital Budget (CY + future years)	TBA
Assets	TBA

Special / Physical Requirements

Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	Frequent travel to ANSTO sites within Australia Frequent travel both nationally and internationally
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 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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ORGANISATIONAL CHART

On file

KNOWLEDGE, SKILLS AND EXPERIENCE

1. Demonstrated Executive experience in driving the successful execution of an organisational strategy and establishing and maintaining a culture based on achievement and accountability, as well as experience aligning functional areas to support organisational outcomes.
2. Extensive senior leadership experience in a commercial organisation and demonstrated experience in maximising the potential of commercial businesses while achieving excellence in safety and regulatory compliance.
3. Demonstrated high level communication and negotiation skills with the capacity to influence key internal and external decision-makers to drive revenue positive outcomes.
4. Demonstrated experience in overcoming barriers to collaboration and breaking down silos, managing organisational wide change and prioritising organisational wide priorities ahead of divisional priorities in decision making.
5. Demonstrated uncompromising leadership of safety, risk management and compliance.
6. Relevant tertiary qualifications and demonstrated senior experience leading a commercial function in a complex, operational and highly regulated organisation.

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:	Shaun Jenkinson
Title:		Title:	Chief Executive Officer
Signature:		Signature:	
Date:		Date:	