

POSITION DESCRIPTION

Position Title:	Senior Manager, Safety
Cluster / Business Unit / Division	Nuclear Medicine and Commercial
Section or Unit:	Nuclear Medicine
Classification:	Band 8
Position Description Number:	PD-2519
Job Family:	Human Resources
STEMM/NON-STEMM:	NON-STEMM
Work Contract Type:	Professional

POSITION PURPOSE

The Senior Manager, Safety leads the Nuclear Medicine safety function and the implementation of ANSTO's first-line safety risk management framework across Nuclear Medicine. The role provides specialist expertise and supports accountable operational leaders to identify, assess, control, monitor and manage safety risks within their areas.

As a member of the Nuclear Medicine Senior Leadership Team, the position shares accountability for strategy, organisational performance, culture and delivery of Nuclear Medicine priorities. The role embeds safety risk management into operational decision-making, major change and future facilities, strengthens risk ownership across the business, and supports second-line oversight and third-line assurance activities.

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 home to Australia's most significant landmark and national research infrastructure. Thousands of scientists from industry and academia benefit from access to state-of-the-art instruments every year.

Nuclear Medicine manufactures and sells radiopharmaceutical and radiochemical products. Manufacturing operates under the GMP Code of Manufacturing, with defined process standards and essential quality control, and on just-in-time principles that make all processes extremely time-critical.

Nuclear Medicine has a dominant market share in Australia and is expanding into the global market. Nuclear Medicine Products operates under external regulatory requirements, including ISO 9001 and those of ARPANSA and the TGA, within ANSTO's procedural framework and under the oversight of the ANSTO Board. More than 500,000 Australian patients benefit from Nuclear Medicine Products radiopharmaceuticals annually.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

Senior Leadership Team Responsibilities

- Provide authoritative safety and risk management advice to the General Manager, Senior Leadership Team and Nuclear Medicine leaders to support effective operational decision-making.
- Contribute to Nuclear Medicine strategy, business plans, performance objectives and strategic and operational decision-making.
- Embed safety risk management into strategic planning, operational decisions, investment priorities and major change.
- Identify emerging safety and operational risks, assess their implications, support accountable leaders to implement effective controls, and escalate material issues.

- Provide and coordinate specialist safety expertise across Nuclear Medicine to strengthen operational risk ownership and ensure consistent first-line safety risk management practices.
- Promote best-for-Nuclear Medicine and best-for-ANSTO outcomes by resolving competing priorities and supporting collective decisions.
- Build a high-performance, accountable safety culture aligned with ANSTO's values.
- Support second-line oversight and third-line assurance by providing timely information and access, responding to findings, and ensuring agreed Nuclear Medicine actions are implemented and sustained.

Safety and Risk Management

- Implement and maintain Nuclear Medicine's first-line safety risk management arrangements in accordance with ANSTO frameworks, standards and regulatory obligations.
- Support accountable operational leaders to identify, assess, control, monitor and escalate safety risks within their areas.
- Maintain consistent first-line processes, tools and practices for safety risk management across Nuclear Medicine.
- Provide and coordinate specialist safety expertise to support evidence-based risk decisions and strengthen operational risk ownership.
- Support operational leaders to define, implement and maintain effective controls for material safety risks, including critical controls.
- Establish and monitor Nuclear Medicine safety objectives, key performance indicators and first-line monitoring and verification activities, escalating material risks, control weaknesses and performance concerns.
- Integrate safety requirements into operations, asset management, capital projects, commissioning, organisational change and the introduction of new products, facilities and technologies.
- Lead the continuous improvement of practical, risk-based safety systems that support safe, reliable and sustainable operations.
- Lead or support significant incident investigations, coordinate corrective actions and ensure lessons are embedded across Nuclear Medicine.
- Build safety leadership capability and risk ownership across leaders and teams, partnering with the Head of Capability and Technical Readiness on relevant learning and competency requirements.
- Coordinate Nuclear Medicine's response to second-line reviews, regulatory activities and third-line audits, including delivery and sustained closure of agreed actions.
- Act as the Nuclear Medicine operational interface for safety regulatory matters, working with relevant ANSTO oversight functions to support coordinated, accurate and timely engagement.
- Lead, coach and develop the Safety team, ensuring clear accountability, strong performance and sustainable capability.

Decision Making

- Priorities, resources and work programs for the Nuclear Medicine Safety team
- Nuclear Medicine safety plans, objectives, KPIs and first-line monitoring activities
- Allocation and coordination of specialist safety support across Nuclear Medicine
- Escalation of material safety risks, control weaknesses, incidents and overdue actions
- Advice and recommendations to accountable operational leaders on risk treatment and control implementation
- Performance, development and training matters for direct reports
- 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

- Leading a multidisciplinary direct and matrixed team supporting a 24/7 manufacturing operation with diverse needs, maturity levels and expectations
- Sustaining safety performance standards across ageing and new infrastructure

- Establishing consistent execution of identified programs across Nuclear Medicine
- Adapting ANSTO initiatives and expectations to meet the needs of Nuclear Medicine
- Initiating and managing change, allocating resources effectively, and identifying and managing risks
- Maintaining capacity for strategic thinking in a complex operational environment
- Delivering best-in-class customer service within a make-to-order supply chain
- Ensuring compliance obligations across TGA, ARPANSA, ASNO, ANSTO and other agencies are met in full every day
- Building engagement and capability across a diverse team

KEY RELATIONSHIPS

Who	Purpose
Internal	
General Manager	• Multiple times per week for discussions on operational and strategic matters affecting the business
Senior Leadership Team	• Daily, to support facility-wide decision-making and direction
ANSTO Board	• Provide operational safety and risk information when requested, in coordination with relevant second-line functions
WHS Committee	• Monthly, as a key sponsor of the Nuclear Medicine committee
Operations Manager/Project Office/Governance Group (PGG)	• Weekly, supporting the delivery of the capital program
High Reliability	• Frequent engagement to support high-reliability performance
Finance	• Monthly expenditure, forecasting and budgeting reviews
HR Team	• Weekly
Work area team members	• Provide expert advice and analysis on a full range of matters • Contribute to group decision-making, planning and safety goals • Collaborate and share accountability • Negotiate and resolve conflicts
Direct Reports	• Provide leadership, guidance and support • Set performance requirements and manage performance, training and development • Monitor trends, performance and progress against the strategic plan, and determine any further support required to ensure delivery
Internal Stakeholders	• ANSTO Service Providers • Monitor KPIs
External	
Safety forums, external partners	• Seek out external best practices for adoption into ANSTO • Build partnerships with external industries
Suppliers	• Provide input to KPIs and service-level agreements (SLAs)
Industry Regulators	• Act as the Nuclear Medicine operational interface for safety regulatory matters and support coordinated engagement with relevant ANSTO oversight functions
Licensing Authorities - TGA	• Support Nuclear Medicine compliance with TGA requirements and the GMP Code, in coordination with accountable operational and oversight functions

POSITION DIMENSIONS

Staff Data	
Reporting Line	General Manager, Nuclear Medicine
Direct Reports	Up to 4 direct reports

Indirect Reports	Supports frontline leaders across all Nuclear Medicine functions Conduit to High Reliability
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Financial Data (2022/2023)

Revenue / Grants	\$0
Operating Budget	\$0M (annual)
Staffing Budget	<\$1m
Capital Budget	\$0
Assets	\$0

Special / Physical Requirements

Location:	- Lucas Heights - Working in different areas of designated site/campus as needed
Travel:	- May be required to travel to ANSTO sites from time to time - May be required to travel both internationally and nationally from time to time
Physical:	- Office-based physical requirements (sitting, standing, minimal manual handling, movement around the office and site, and extended periods working at a 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 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 will be required on a regular basis
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 Managers / Leaders / Supervisors Other specialised roles identified within the guideline that a position holder may be allocated in the course of their duties
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ORGANISATIONAL CHART

On file

KNOWLEDGE, SKILLS AND EXPERIENCE

- Degree qualifications in a related discipline and a postgraduate qualification in work health and safety, or equivalent extensive experience
- Demonstrated safety leadership skills, with an emphasis on risk management within FMCG, pharmaceutical or a similar manufacturing industry

3. Demonstrated personal commitment to building high-performing teams within an industry-leading safety and performance culture
4. Proven ability to deliver across key internal and external stakeholders, including regulators
5. Competency and experience in leading incident investigations
6. Demonstrated ability to identify, manage and mitigate risks, particularly within a high-hazard environment
7. Membership of, or eligibility for membership of, the Australian Institute of Health and Safety (AIHS)

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:	Ian Martin	Name:	Oleh Nakone
Title:	General Manager, Nuclear Medicine	Title:	GE NM&C
Signature:		Signature:	
Date:	Sept 2026	Date:	