



POSITION DESCRIPTION

Position Title:	Commercial Waste Technician
Cluster / Business Unit / Division	Nuclear Medicine and Commercial
Section or Unit:	Radiation Services
Classification:	Band 3 – 4 (linked role)
Position Description Number:	PD-1769
Job Family:	Operations
STEMM/NON-STEMM:	NON-STEMM
Work Contract Type:	On-going - Technical

POSITION PURPOSE

The Commercial Waste Technician provides safe and efficient collection, storage, decontamination, and disposal services for commercial radioactive and hazardous waste (Commercial Waste) stored at external client sites.

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.

Nuclear Medicine & Commercial (NM&C) is a portfolio of ANSTO's commercially focused businesses, including Minerals, Radiation Services, Silicon Irradiation, and Detection & Imaging.

The Radiation Services group is a multidisciplinary team of technical specialists, engineers, and radiation professionals. It delivers a broad range of services to external clients, including radiation consultancy, training, and instrument calibration. The group also leads the design, development, and delivery of projects and technologies across the radiation and nuclear sectors.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

At the Band 3 role

- Work as part of a team to provide operational support to a variety of ANSTO's and commercial Waste projects.
- Accountable for Business-as-Usual activities and providing support within Remote Handled Waste, Contact Handled Solid Waste, Contact Handled Liquid Waste, Waste Characterisation, Decontamination.
- Ensure effective and compliant service for the collection, transportation, storage, processing, decontamination, and characterisation of radioactive waste material in accordance with licence conditions, plans and arrangements and ANSTO's Safety Management System - this includes use of hot-cells and manipulators, use of SCADA systems, driving trucks, using pumping systems for site effluent and liquid waste treatment systems as well as corrosive chemicals and machinery to decontaminate items.
- Establish and maintain productive relationships and provide advice to internal and external customers, in accordance with set guidelines, standards and service level agreements. Present a professional approach and ensure customers are informed of changes to activities or decisions that may affect the quality of service provided.
- Proactively undertake inspections of waste and waste processing equipment and where necessary organise repairs and maintenance of facilities and equipment; provide written and verbal advice and

feedback to management on equipment performance and waste processes to drive improvements to plant and equipment availability, safety and efficiency.

- Maintain accurate master data / records in the waste inventory databases in a timely manner, including information relating to the treatment and condition of radioactive wastes in preparation for future disposal of disused radioactive materials.
- Facilitate learning, mentoring and sharing knowledge with new team members of the Radiation Services team to ensure an effective transfer of knowledge between team members and to assist in developing a fully cross functional/skilled team.
- Review and update instructions and procedures and identify/suggest improvements to the working environment and equipment with a view to the maintaining and improving safe work processes
- Undertake radiation monitoring tasks as required.
- Undertake additional duties as required and during periods of leave of other staff.

In addition to performing all Band 3 accountabilities, the Band 4 role includes these additional accountabilities

- Work as a team to prioritise, plan, and co-ordinate resources for the day-to-day work required for the week. Responsible for ensuring completion the work that is set for the week.
- Maintain competence in all required areas of operation (as determined by Management) providing capability, flexibility and willingness to rotate across all relevant areas of Radiation Services to meet operational needs in an efficient and cost-effective manner on a day-to-day basis.
- Resolve complex problems at external client sites to ensure safe, compliant, effective remediation of the problem.
- Respond efficiently and effectively to critical hazardous events at external client sites whilst using judgement and experience to safely implement controls under supervision to minimise the risk of injury to workers or damage to the environment, buildings or other structures.
- Apply a broad knowledge of waste management techniques and practices to process commercial waste.
- Undertake initial troubleshooting of plant and equipment malfunctions and follow up of all maintenance activities which may result.
- Mentor, oversee and facilitate high level training to other Radiation Services staff on commercial waste practices, processes and procedures, including work safety and compliance practices and provide supervision (CS2) to external contract staff.
- Collaborate with peers to improve services, processing efficiency and new plant and equipment within Radiation Services.
- Continual improvement of Radiation Services' plant, equipment and processes.
- Contribute to user requirement specifications for new plant and equipment as well as commissioning and trouble shooting.

Decision Making

At the Band 3 role

- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the Nuclear Medicine and Commercial objectives provide the context for the position.
- The position is fully accountable for the accuracy, integrity and quality of the content of data recorded in the electronic databases and is required to ensure that decisions are based on sound evidence.
- Collaborating with customers to decide on the best way to segregate, package and handover waste so that the waste is safely and effectively removed from the waste generation site.
- Deciding whether a waste package is acceptable to be collected.
- 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).

In addition to all Band 3 decisions, the Band 4 role includes these additional decisions

- 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 objectives of the unit, including deciding on methods and approaches, operations, project planning and allocation of resources.
- Determines key work priorities within the context of agreed work plans and will consult with the Lead, Radiation Consultancy Services on complex, sensitive and major issues that have a significant impact on commercial waste services.
- Responsible for managing BAU operations on a day-to-day basis without oversight from supervisors
- Using experience and judgement to determine the preliminary waste characterisation and triage the waste to the most appropriate waste technologies and practices. Determine the appropriate controls for the hazards in the waste and process.
- Logistics of moving the wastes around client sites in the most efficient manner.
- Maintaining a safe working environment and identifying sustainable practices.

Key Challenges

- Improving customer service, response times and delivery efficiencies.
- Ensuring customer satisfaction is maintained.
- Guiding and educating customers on the appropriate ways to handle, segregate and package wastes.
- Ensuring the successful implementation of strategic objectives and task completion whilst managing conflicting priorities and deadlines.
- Developing and maintaining a knowledge of the hazards specific to client sites and the types of radioactive waste and hazards that are specific to each, and the appropriate waste management process for the waste types.
- Development, maintenance and continuous improvement of systems and procedures.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Supervisors / Manager	• Receive guidance and direction. • Provide expert, authoritative and evidence-based advice on best waste management practices. • Staff engagement, rotations, and quality recruitment. • Recommend and gain endorsement for plans, goals and other initiatives.
Work area team members	• Contribute to group decision making processes, planning, resourcing, and goals. • Collaborate and share accountability. • Negotiate and resolve conflicts.
Direct Reports	• Nil
Waste Engineers	• To develop new projects, processes, and equipment to improve workflow • To implement and have operational handover of completed projects
Internal support groups	• Timely collaboration on current and future projects. • Requests to provide support to during periods of leave of other staff, if directed to. • Source movements. • Regulatory requests. • Provision of support to organisational initiatives. • Influence and resolve conflicts.

Health Physics	To confirm items are safe for transport and items are no longer radioactive.
External	
External clients and regulators (ARPANSA /Comcare)	- Provide clear advice on delivering projects in line with agreed scope, cost, and timelines. - Engage effectively with clients and stakeholders. - Promote ANSTO services to existing and potential clients. - Communicate and provide advice to regulators and answer questions.

POSITION DIMENSIONS

Staff Data

Reporting Line	Reports to the Lead, Radiation Consultancy Services
Direct Reports	Nil
Indirect Reports	Nil

Special / Physical Requirements

Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	May be required travel to external client sites from time to time
Physical:	Industrial facility physical requirements (lifting, standing for long periods, operating machinery, equipment, and manipulators) When in the field you will be working at client sites wearing personal protective equipment for the handling of hazardous and/or radioactive materials and manual handling of portable detectors. Often working in demanding environments and various climatic conditions, working at nights and weekend maybe required. The role requires working with contractors, suppliers and various types of equipment to safely perform tasks. Labour intensive physical requirements (sitting, standing, frequent manual handling), standing for long periods, frequent movements (climbing, stooping, kneeling, crouching, crawling) and working in a loud environment. Industrial facility physical requirements (lifting, standing for long periods, operating machinery, equipment and manipulators and wearing personal protective equipment for the handling of hazardous and/or radioactive materials. Working in confined space environment including wearing respiratory equipment. Working at heights.
Radiation, chemical and other hazards areas:	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:	After hours work may be required for short and infrequent periods Required to participate in an on-call roster 24x7x365.
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>AG-2362</u> of the ANSTO WHS Management System	All Workers Area 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

See Attached

KNOWLEDGE, SKILLS AND EXPERIENCE

At the Band 3 role

1. High School or equivalent qualification in a science, engineering or industrial field.
2. Demonstrated experience and/or knowledge of operating plant and equipment in a highly regulated environment and/or hazardous industries.
3. Demonstrated ability to apply sound judgement and problem-solving skills to resolve issues of a complex nature.
4. Demonstrated ability to work in a team, train, mentor, and share knowledge with team members.
5. Demonstrated experience in managing effective relationships with clients and key stakeholders.
6. Sound computer skills with ability to operate SAP and MS Office products to enable completion of activities.
7. Ability to apply instructions, procedures, and policies in accordance with safety and regulatory requirements.
8. Willingness to develop skills using trade knowledge, practical skills, and experience to safely use powered hand and pneumatic equipment including plasma cutter, grinders, and other cutting equipment.

The Band 4 role requires:

1. High School or equivalent trade qualification in a science, engineering or industrial field.
2. Completion of the Radioactive Waste Technician training program within Waste Management Services. This includes safety training, licences, and operational competencies across multiple Waste Operations business activities. The specific competencies required may vary on management discretion and subject to workforce planning.
3. Demonstrated ability to train, mentor, and assist staff to gain competencies in a variety of commercial waste services
4. Demonstrated ability to build and maintain effective and strong relationships with clients and internal and external stakeholders.
5. Demonstrated knowledge and understanding of ARPANSA regulations and conditions and ANSTO Work Health and Safety Management System.
6. Demonstrated knowledge of workplace health and safety requirements including regulatory requirements, risk assessments, and risk mitigations.
7. Demonstrated ability to apply sound judgement and problem solving to resolve complex technical issues and problems.
8. Demonstrated ability to act as Contract Supervisor and supervise external contract staff.
9. Current licence holder of forklift operation, crane operation, dogging, and rigging.

LINKED ROLE TRANSITION REQUIREMENTS

- Have successfully completed the probationary period and worked for an additional 6 months (minimum) in the Band 3 role.
- Qualifications and competencies as outlined in the requirements for Band 4 knowledge, skills and experience.
- ANSTO mandatory training complete and up to date.

- Required safety training, including licences, complete and up to date.
- Demonstrated ability to perform Band 4 accountabilities and apply required knowledge, skills, and experience for the Band 4 position independently and responsibly.

Transition within the linked role is not automatic and ability to perform Band 4 accountabilities will need to be demonstrated and assessed.

Transition from Band 3 to Band 4 will occur following a recommendation from the relevant line manager, assessment by management, and approval from the General Manager and Group Executive.

It is the expectation of Radiation Services that Commercial Waste Technicians hired in the Band 3 role will progress towards Band 4 following the training schedule outlined in relevant training documents. Radiation Services will support and fund internal and external training required to satisfy the transition criteria, including high risk work licences and tertiary qualifications.

VERIFICATION

Line Manager		Delegated Authority	
Name:	Giulio Ruiu	Name:	Hong Duong
Title:	Lead, Radiation Consultancy Services	Title:	Operations Manager
Signature:		Signature:	
Date:		Date:	