



POSITION DESCRIPTION

Position Title:	General Manager Nuclear Stewardship
Cluster / Business Unit / Division	Nuclear Operations Safety and Security
Section or Unit:	Nuclear Stewardship
Classification:	Band 9
Job Family:	Science
Position Description Number:	PD-2516
Work Contract Type:	Leadership
STEMM/NON-STEMM:	STEMM
STEMM CATEGORY:	Science

POSITION PURPOSE

The General Manager, Nuclear Stewardship is responsible for the leadership and operation of the Division's scientific infrastructure and capabilities to meet the needs of ANSTO, a collaborative user community, government and industry stakeholders. As part of the Nuclear Operations, Safety and Security (NOSS) Group, the position requires excellent people leadership and development skills, along with highly effective resource management to optimise capability integration to meet internal and external stakeholder needs. The General Manager Nuclear Stewardship is integral to ANSTO achieving its strategic objectives.

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 NOSS Group incorporates Reactor Operations, High Reliability (Safety), Nuclear Security and Safeguards, Nuclear Stewardship, and Waste Management Services. The Group provides critical enabling functions for ANSTO ensuring operational compliance for a range of regulators as well providing a range of mandated services to federal and state government departments and agencies.

Within NOSS, Nuclear Stewardship is the custodian of ANSTO's enterprise science and environmental monitoring capabilities required for the safe management of our Lucas Heights campus. Nuclear Stewardship is also responsive to the needs of the Australian Government, industry and the community for nuclear measurement, nuclear forensics, radionuclide metrology, radioanalytical chemistry, nuclear analytics and environmental monitoring. These capabilities underpin ANSTO's ability to be responsive to and prepared for a range of nuclear stewardship related functions and responsibilities through the provision of trusted scientific advice and specialised services.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

Leadership

- Provide expert leadership and strategic direction in the operation and development of Nuclear Stewardship science and technology to achieve ANSTO strategic objectives including full utilisation of scientific capabilities and to deliver scientific excellence to ANSTO, university, government and industry stakeholders.
- Provide expert and authoritative scientific advice in the delivery of national science and technology capabilities to a national and international stakeholder community.

- Develop, lead and deliver a range of high-quality, cost-effective operations and research and capability development projects that meet ANSTO objectives, build research capacity and achieve increased research and technical performance and outcomes.
- Ensure the continued development of world-class national science and technology capabilities.
- Develop and maintain a range of collaborative networks across ANSTO to deliver excellent research and technical services, support and programs, share knowledge and deliver outcomes which are mutually beneficial and have impact.
- Ensure the delivery of operational excellence within the Nuclear Stewardship capability by fostering a culture of high-performance that encourages innovation, improves productivity and promotes teamwork and collaboration.
- Effectively communicate scientific knowledge and maintain the highest standards of engagement, collaboration, data and knowledge management. Consult, network, develop and maintain strategic and productive working relationships with a wide range of internal and external clients and stakeholders.

Strategic Planning

- As part of NOSS, develop and implement objectives, plans, targets and activities to deliver outcomes that achieve ANSTO's strategic objectives.
- Develop and implement strategies for diversifying and increasing the division's income generation, identify external funding opportunities to support enhanced delivery of outcomes and to leverage additional value through collaboration with external stakeholders.

Management and Resourcing

- Deliver best-practice management and utilisation on all aspects of operations, ensure availability of facilities, equipment and expertise and partner with stakeholders from across government, industries and research sectors to provide expert advice and access to capabilities that assist the achievement of outcomes.
- Management of scientific infrastructure, facilities, equipment through an asset management framework and continuous improvement program to ensure reliability of assets, productivity and availability to users.
- Manage and control financial, administrative, staffing and other resource dimensions to ensure operational safety, security and sustainability, alongside compliance with applicable standards, legislative and other regulatory requirements.
- Encourage and support a project management approach to the management of projects, provide oversight and direction with the ongoing monitoring, reviewing and timely completion of projects, consistent with project deliverables.

Decision Making

- The General Manager Nuclear Stewardship is a key role within the NOSS Leadership Team. The position leads direct reports to collaborate across ANSTO to provide broad guidance, advice, exchange information and deliver on cross-organisational business development projects and sourcing additional funding opportunities.
- The position works within a framework of legislation, policies, professional standards and resource parameters. Within this framework the role has independence in determining how to achieve objectives, including deciding on methods and approaches, operations, project planning and allocation of resources.
- The ANSTO values, organisational corporate plan, business plan, operational excellence program and 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 the Group Executive NOSS 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.

- The General Manager Nuclear Stewardship determines key work priorities within the context of agreed work plans and will consult with the Group Executive on complex, sensitive and major issues that have a significant impact on the Division's or NOSS Group functions.
- 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

- Maintaining an active national and international involvement aligned with professional subject matter expertise within the Division's operations.
- Strengthen the Division's engagement with external parties (industry, business, government and community), also developing relationships with major Australian and international stakeholders.
- Identifying new and additional sources of funding within a competitive environment and ensuring the use of funding exceeds requirements and expectations of a diverse range of stakeholders.
- Being a visible change agent and taking an active role in developing a high-performance workforce.
- Contributing to the achievement of a collaborative approach and shared ownership, for consistent implementation of strategies and programs, working with senior managers and staff aligned to ANSTO's objectives and values.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Group Executive NOSS	• 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 business plans and goals and change management initiatives
NOSS Leadership Team	• Provide expert advice and analysis on a full range of matters • Contribute to executive decision making processes, strategic planning and goals • Collaborate and share accountability • Negotiate and resolve conflicts
Direct Reports	• Provide leadership, guidance and support • Set performance requirements and manage performance and development • Engage to monitor trends, performance and progress against the strategic and business plans and evaluate further support which may be required to ensure delivery against the plans
External	
Government, Universities, Industry, Scientific Institutions	• Develop and maintain collaborative relationships • Provide expert, authoritative and evidence based advice • Share knowledge and deliver outcomes from partnered research
National and international bodies, forums and taskforces	• Actively contribute and represent ANSTO and the Australian Government position

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Group Executive NOSS
Direct Reports	6 business area managers (Scientific/Technical)
Indirect Reports	50-55 staff (within line management)

Financial Data (2024/2025)	
Revenue / Grants	\$1.6M
Operating Budget	\$7.0M
Staffing Budget	\$5.8M
Capital Budget	\$0.6M
Assets	\$14M (acquisition value) / \$7M (net book value)

Special / Physical Requirements	
Location:	Lucas Heights and working in different areas of ANSTO as needed
Travel:	Occasional travel both internationally and nationally
Physical:	Office based physical requirements (sitting, standing, minimal manual handling) Occasional laboratory based physical requirements (sitting, standing, manual handling, chemical handling, operating scientific equipment)
Radiation areas:	May be required to work in radiation areas under tightly regulated conditions
Hours:	Willingness to work flexibly including extended and varied hours based on operational requirements
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements Ability to hold National Security Clearance (NV2 minimum)

Workplace Health & Safety	
Specific role/s as specified in AG-2362 of the ANSTO WHS Management System	All Workers Officer (definitions found in appendix 1 of AG-2362) Managers / Leaders / Supervisors Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties

KNOWLEDGE, SKILLS AND EXPERIENCE

1. Doctorate or other tertiary qualification with extensive experience in a relevant scientific field, coupled with experience managing and operating within a scientific infrastructure and stakeholder-focussed environment.
2. Demonstrated strategic thinking and planning skills and experience and the capacity to develop innovative solutions to complex, multi-faceted issues and problems.
3. Proven success leading and managing scientific or research infrastructure, facilities, equipment or capability.
4. Proven experience at a senior level, leading and managing multiple teams to achieve scientific excellence, desired organisational outcomes and achieving optimal work performance.
5. Extensive experience guiding, developing and mentoring staff to deliver optimal operational and research outcomes.

6. Demonstrated experience in developing and implementing innovative, targeted, cost-effective operational science and technology programs to optimise facility capacity and capabilities and achieve increased performance and outcomes.
7. Demonstrated capacity to attract new and additional funding for programs and/or maximising returns on investment.
8. Proven track record of financial management, forecasting, planning (both financial and workforce/succession) and cost control
9. Demonstrated ability to initiate and manage change, allocated resources effectively, and identify and manage risks.
10. Demonstrated experience in developing new and managing effective relationships with key stakeholders.
11. Excellent communication, interpersonal skills, negotiation and influencing skills.

VERIFICATION

This section verifies that the line manager and delegated authority confirm that this is a true and accurate reflection of the position.

Line Manager	Delegated Authority
Name: Miles Apperley	Name: Miles Apperley
Title: Group Executive NOSS	Title: Group Executive NOSS
Signature:	Signature:
Date: October 2026	Date: October 2026