Australian Government

ANSTO

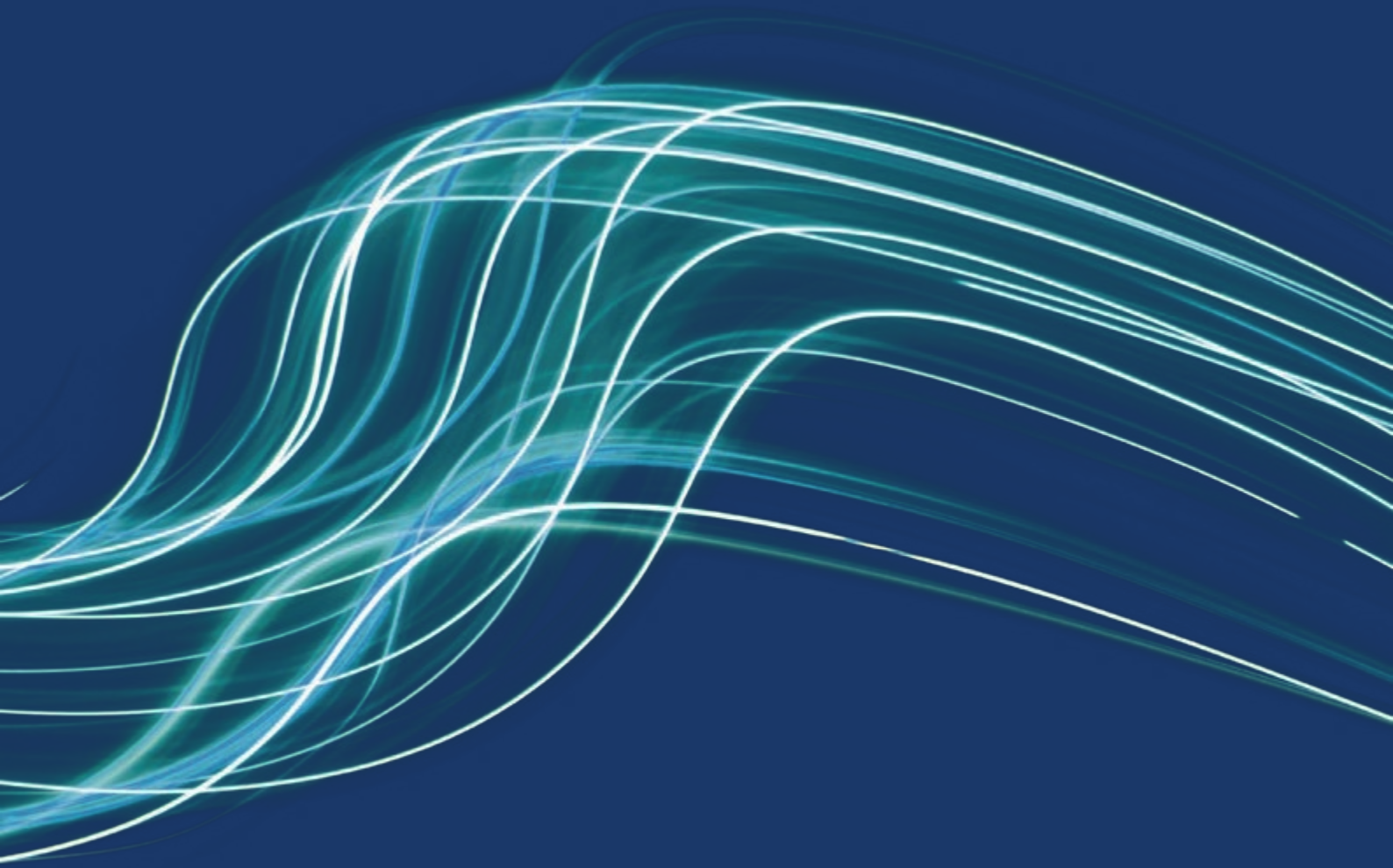
Recruitment
General Manager, Nuclear Stewardship

Candidate information
October 2026



Science. Ingenuity. Sustainability.

Are you ready to explore a future at ANSTO?



With the nuclear sector set to soar in the coming years, we are seeking to recruit our next General Manager for Nuclear Stewardship. As Australia looks to ANSTO as the leading source of nuclear operations and expertise, you will have a crucial role in providing benefit to all Australians through nuclear science and technology.

ANSTO is a leading global nuclear science and technology organisation delivering world-class research and expertise to benefit Australia and support a more sustainable world. Delivering excellent and impactful research based on nuclear science and technology, ANSTO is addressing Australia's national priorities, providing advice to government on nuclear technologies and contributing to the development of a nuclear workforce.

ANSTO is committed to our core values of being Safe, Secure and Sustainable. It is essential that we protect, promote and enhance ANSTO's highly developed capability in environmental analysis and stewardship.

We are seeking a talented individual with strong science and analysis experience, along with the capability to lead a high-performing team of scientists and technical staff with diverse career profiles.

We believe that diversity drives innovation and ingenuity and is the principle guiding how we build our teams, cultivate leaders and create an inclusive workforce.

I invite you to explore this opportunity to join ANSTO and lead Australia's premier national capability for nuclear analysis, delivering science excellence and impact for the nation and our region.



Dr Miles Apperley
Group Executive
Nuclear Operations, Safety and Security

ANSTO

ANSTO leverages great science to deliver big outcomes. We partner with scientists and engineers globally to apply new technologies for real-world benefits. Our work improves human health, saves lives, builds our industries and protects the environment.

We have safely designed, built and operated nuclear reactors for over 70 years. We use advanced nuclear techniques to provide innovative solutions to some of the most challenging issues facing Australia in human health, the environment, advanced manufacturing, food security and provenance, defence and national security.

One of ANSTO's strategic objectives is to lead the development of a nuclear capable workforce aligned with government policy and objectives. With an increasing demand for expertise in nuclear technologies and management, it is essential to secure talent and develop the nuclear workforce of the future with emphasis on excellence.

Our capabilities in radioanalytical chemistry, nuclear analysis and environmental management are world class and shared across multiple agencies in Australia and internationally.

ANSTO's Lucas Heights campus is located 30 minutes from Cronulla's beautiful beaches. Living in the Sutherland Shire or northern Illawarra offers a relaxed coastal and bushland lifestyle, paired with strong community amenities and a direct train link to the City of Sydney.



Nuclear Operations, Safety and Security Group

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 facilities and instruments every year. ANSTO operates a complex nuclear science and technology portfolio that requires expertise across reactor operations, particle accelerators and neutron scattering, unsealed radioisotopes used in radiopharmaceutical production, radioactive waste management, along with biomedical and chemical research applications.

The Nuclear Stewardship Division is part of the broader Nuclear Operations, Safety and Security Group. This Group is the operational core of ANSTO, managing the critical facilities and capabilities for ANSTO to undertake nuclear (and other) science and technology research, to produce radiopharmaceuticals, and to provide advice and support to government. In addition to Nuclear Stewardship, the Group integrates the following Divisions: reactor operations, workplace and radiation safety services, nuclear security and safeguards, waste management and ANSTO's business continuity management. The Group is central to ANSTO's achievement of its functions, its strategic objectives and the achievement of ANSTO's vision and mission.

The General Manager, Nuclear Stewardship role is located at our Lucas Heights campus, a bushland setting in Sydney's south. The Nuclear Stewardship Division's teams and facilities are distributed throughout the site and are fully integrated with all aspects of ANSTO's operations, social activities and community engagements.

ANSTO's Lucas Heights campus is located on the traditional lands of the Dharawal people, whose enduring cultural connection to the area is reflected in significant heritage places and rock art found in the surrounding bushland.



Vision

Nuclear science and technology for the benefit of all Australians. We deliver knowledge, value and trust through the application of nuclear science, technology and engineering.

ANSTO Values

ANSTO's values underpin our vision, capabilities and strategic objectives and are critical to how we carry out our work.



Safe. Secure. Sustainable.

Three key principles that underpin everything we do and every decision we make

Curiosity

Harness our curiosity to explore new opportunities and create an environment where ideas can thrive

Leadership

Ownership, accountability and working with integrity to inspire and motivate others

Excellence

Consistently delivering high value outcomes and looking for ways to improve the quality of our performance

Working Together

Success through collaboration, team work and a sense of collective purpose

Trust + Respect

An inclusive environment that's built on our trust and respect for each other's contributions and capabilities

Diversity, equity, inclusion and belonging

Vision

ANSTO is committed to establishing and maintaining a diverse, equitable and inclusive workplace where people are valued for their contribution, engaged with their work and the organisation, and feel a sense of belonging at ANSTO every day.

ANSTO seeks to create a culture of inclusion, where our diversity of thought and differing perspectives are a source of organisational agility, resilience and renewal.

Gender Equity

As an organisation, we prioritise gender equity by ensuring equal opportunity for everyone to participate and succeed, particularly in leadership roles and STEM fields. ANSTO is a member of the Diversity Council of Australia and we are committed to meeting the Workplace Gender Equality Agency targets of 40:40:20. By fostering a flexible and inclusive environment, we actively create opportunities for everyone to thrive and succeed.

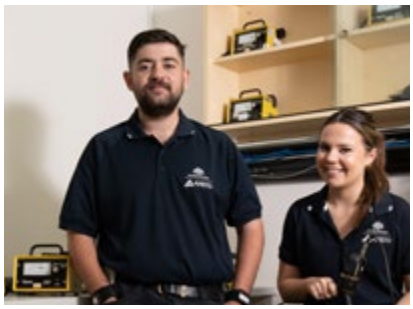
Pride Network

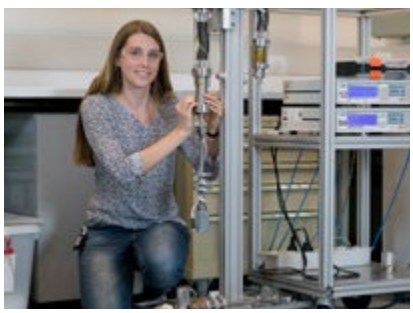
The Pride Network provides a supportive community for LGBTQIA+ employees and allies at ANSTO. The network promotes inclusion, connection, visibility and advocacy, helping to raise awareness of LGBTQIA+ experiences and issues while providing support to those who may encounter challenges in the workplace. The network also provides valuable input into ANSTO policies, procedures and initiatives that support an inclusive and respectful workplace for all.

Indigenous Australia

ANSTO acknowledges the traditional owners of the lands of each of our campuses and the unique cultural significance of the area in the past, today and into the future. The ANSTO Reconciliation Action Plan is supporting our vision to foster relationships between Australia's Aboriginal and Torres Strait Islander peoples and other Australians in the organisations with whom we partner; and to create opportunities for Aboriginal and Torres Strait Islander peoples to showcase their abilities and to exercise self-determination.








Nuclear Stewardship Division

Nuclear Stewardship Division is the custodian of ANSTO's enterprise science and environmental monitoring capabilities required for the safe management of our Lucas Heights campus. These capabilities underpin ANSTO and Nuclear Stewardship's ability to provide services across environmental protection, waste management, nuclear assurance, analysis, utilisation, and scientific advice.

The Radionuclide Metrology team maintains Australia's national primary standard of measurement for radioactivity (the national Becquerel standard) ensuring that users of this standard, such as nuclear medicine departments, have access to precise standards for the measurement of patient administered radiopharmaceuticals.

Nuclear Stewardship operates Australia's nuclear forensics facility which supports Australia's domestic law enforcement and nuclear security science requirements, multi-lateral partnerships and the International Atomic Energy Agency framework for nuclear security, and the prevention and detection of material out of regulatory control.

The Radioanalytical Science Services develops and maintains specialist radioanalytical and experimental facilities utilising nuclear techniques to support ANSTO's core activities and its stakeholders. These techniques and associated expertise are applied to releases of radionuclides into the environment, the nuclear fuel cycle and research areas involving the quantification of radionuclides at or above typical environmental levels.

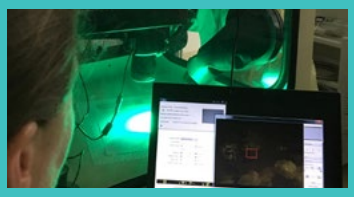
Environmental Monitoring measures natural and anthropogenic radionuclides to support site essential operations, research applications and industry. Environmental monitoring also characterises airborne discharges from ANSTO facilities and maintains our meteorology and plume modelling systems which are central to ANSTO's safe operations and public trust.

The Nuclear Analysis Section provides expert advice and information to users of nuclear facilities (principally the OPAL Reactor) through scientific and technical analyses for utilisation, radiation safety and thermohydraulics.

The Nuclear Stewardship Division manages a range of laboratories and testing facilities, and works closely with a wide range of stakeholders. Whether it be accuracy and precision in the determination of nuclear medicine standards, forensic evidence or reliable monitoring of the environment, trusted measurement capabilities and expertise brings the Nuclear Stewardship Division together.



Radionuclide metrology



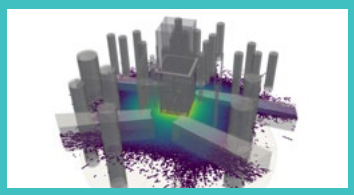
Nuclear forensics



Environmental monitoring



OPAL reactor utilisation



Criticality assessment



Thermohydraulics
(Computational and experimental)



Radioanalytical science services

Position summary

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.

We are seeking an inspirational leader who is able to:

- Demonstrate significant research and operational expertise, be a strong leader and advocate for excellence through the application of science and technology in the field of radioanalytical chemistry, nuclear analysis and environmental management.
- Support ANSTO in the delivery of high-impact, strategic national interest capability and advice to governments.
- Lead and manage scientific and technical staff across multiple disciplines. Attract, retain, empower and develop talent, while promoting wellbeing.
- Foster a culture of high-performance that encourages innovation, improves productivity and promotes teamwork and collaboration.
- Be a visible change agent and model productive workplace behaviours.
- Employ strong engagement skills and manage strategic relationships with a wide range of stakeholders including industry, government agencies, universities, and international bodies and committees.
- Promote and develop a value for (public) money approach to both the technical and commercial aspects of facility operations, management and appropriate market opportunities.
- Successfully develop and implement business plans that pursue organisational strategy and preparation for the future.
- Promote ANSTO's values and model respectful and productive workplace behaviour.

The position offers a unique opportunity to apply your experience and professionalism in a leadership role to inspire and lead in an operational environment that uses well networked and connected groups, communication, ideas and projects to enhance research, innovation and development.

The position will be appointed as ongoing, full-time. A competitive salary package will be offered commensurate with qualifications and experience.



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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.

Key accountabilities

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 NSSS 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.

Selection criteria

- 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.
- Demonstrated strategic thinking and planning skills and experience and the capacity to develop innovative solutions to complex, multi-faceted issues and problems.
- Proven success leading and managing scientific or research infrastructure, facilities, equipment or capability.
- Proven experience at a senior level, leading and managing multiple teams to achieve scientific excellence, desired organisational outcomes and achieving optimal work performance.
- Extensive experience guiding, developing and mentoring staff to deliver optimal operational and research outcomes.
- 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.
- Demonstrated capacity to attract new and additional funding for programs and/or maximising returns on investment.
- Proven track record of financial management, forecasting, planning (both financial and workforce/succession) and cost control
- Demonstrated ability to initiate and manage change, allocated resources effectively, and identify and manage risks.
- Demonstrated experience in developing new and managing effective relationships with key stakeholders.
- Excellent communication, interpersonal skills, negotiation and influencing skills.

Consideration for the role will require Australian Citizenship. The General Manager, Nuclear Stewardship, is a designated position requiring a minimum NV2 national security clearance (or the ability to obtain NV2 security clearance).



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Application process

A selection committee has been appointed to assess candidates against the requirements of the role and identify the widest possible field of qualified candidates.

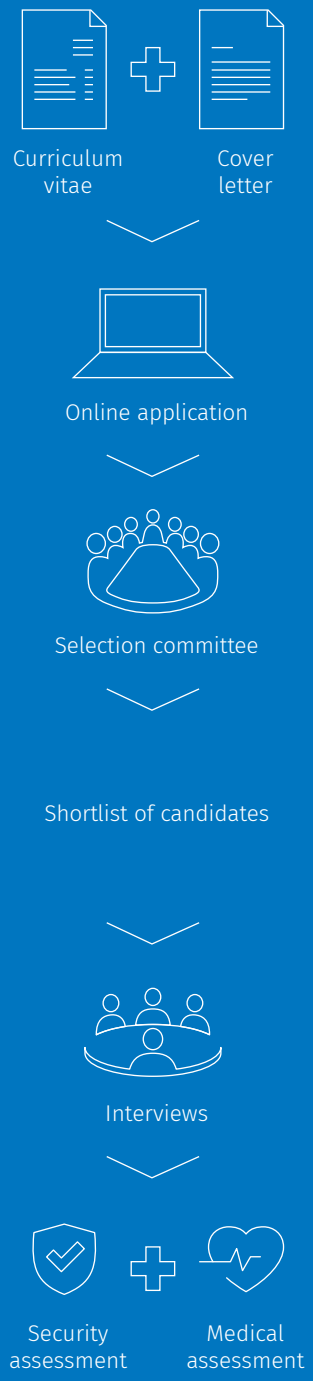
Applications should consist of a full **curriculum vitae** detailing academic and professional qualifications, full employment history and relevant achievements. This should be accompanied by a **cover letter** addressing how you meet the desired knowledge, skills and experience outlined in the position description, why the appointment is of interest and what you can bring to the role.

To apply please use **ANSTO's online application portal**, where you will find a link to the formal position description.

Candidates may be invited to communicate with ANSTO representatives in person or by video conference. Candidates whose skills and experience are considered suitable to progress may be required to undertake additional assessment of skills, knowledge, abilities and aptitude.

All applications must be submitted online.

To be eligible for appointment, our preferred applicant will be required to undertake a security and medical assessment.



For queries in relation to the recruitment and selection process

Contact
ANSTO's talent acquisition team:
PHONE **+61 2 9717 3359**

For inquires in relation to the position

Contact
Dr Miles Apperley:
PHONE **+61 2 9717 9975**
EMAIL **miles.apperley@ansto.gov.au**

Note:
For international phone calls please be aware of the **local time in Sydney** to ensure your calls are answered.

Living in Sydney

Geography

Sydney is the capital city of New South Wales – and is the largest city in Australia with a population of more than 5 million people and a metropolitan area of 12,367.7 km^2. The *Monocle Magazine Quality of Life Survey* for 2026 placed Sydney as the fifth most liveable city in the world.

The Sutherland Shire, in which ANSTO's main Lucas Heights campus is based, covers 369 km^2 and has a population of approximately 240,000 people. Located just 25 km from Sydney's CBD the region is predominately a residential area, but also has substantial industrial, commercial and recreational areas.

The Shire, as referred to by locals, offers a stretch of pristine beaches, four spectacular national parks and channels of sparkling waterways. The area hosts an urban hub of buzzing cafés and restaurants, leading fashion retailers, art galleries, seasonal events, and offers an ideal mix of coastal relaxation and cosmopolitan living.

ANSTO Lucas Heights campus

ANSTO is one of the major employers for the Sutherland Shire with over one third of our 1200 staff living in the local community or nearby St George area.

The campus is located at Lucas Heights, approximately 35 km south-west of the Sydney CBD . The neighbouring suburb of Menai provides access to cafes, shops, cultural and sporting facilities.

ANSTO is a unique organisation, offering a significant breadth and variety of job opportunities. At ANSTO you will work with some of Australia's brightest minds and have the opportunity to shape a career that matches your talent, goals and interests.

ANSTO regards professional development as essential for employee and organisational growth. The organisation is committed to providing opportunities which enhance the professional and technical skills of employees.

ANSTO offers an attractive range of employment conditions and support to employees at different stages of their careers including: flexible working arrangements, salary sacrifice/salary packaging benefits, competitive salaries, good working conditions and generous superannuation. We also offer an extensive range of leave provisions to help employees balance work and personal commitments including four weeks paid recreation leave each year, long service leave after 10 years of continuous service, paid maternity and parental leave and generous general (illness, carer's, emergency and cultural) leave provisions as well as regular onsite employee health and wellbeing programs and a number of opportunities for sport and exercise.



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Thank you for your interest in the position

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September 2026