Australian Government

ANSTO
Science. Ingenuity. Sustainability.

POSITION DESCRIPTION

Position Title:	General Manager - Radiation Services
Cluster / Business Unit / Division	Nuclear Medicine and Commercial
Section or Unit:	Radiation Services
Classification:	Band 9
Job Family:	Organisational Leadership
Position Description Number:	PD-2297
Work Contract Type:	Manager
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

The position is a member of the Senior Leadership team within Nuclear Medicine and Commercial (NMC) group with shared responsibility for the successful execution of ANSTO commercial priorities and alignment to ANSTO vision and strategy. To succeed, the position will need to prioritise best for ANSTO decision making, break down barriers to collaboration and manage change across the Organisation.

The General Manager, Radiation Services is accountable for the strategic direction, commercial performance and sustainable growth of the Radiation Services business.

The role will develop and execute the business strategy and business model required to deliver sustainable year-on-year revenue and margin growth. This includes identifying priority markets, shaping differentiated service offerings, developing the consulting opportunity pipeline, converting opportunities into contracted work, and establishing the supplier and partner networks required to execute projects safely, compliantly and profitably.

ORGANISATIONAL ENVIRONMENT

ANSTO is a leading nuclear science and technology organisation that applies nuclear science, technology and expertise to improve human health, support industry, protect the environment and provide advice to government.

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 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 our state-of-the-art instruments every year.

Nuclear Medicine & commercial (NM&C) is a portfolio of businesses with a commercial focus including, ANSTO Minerals, ANSTO Radiation Services, ANSTO Consulting, Silicon, and Property. ANSTO Radiation Services business provides specialist services in radiation protection, health physics, radiation safety training, instruments calibration, radioactive materials management, project delivery, emergency preparedness and radioactive waste solutions to government agencies and external organisations.

The business operates in technically complex and highly regulated markets. Its delivery model requires effective integration of internal expertise with external suppliers, contractors, technical specialists and strategic partners.

ACCOUNTABILITIES & RESPONSIBILITIES

Organisation Accountabilities

- Drive the successful execution of ANSTO's vision and strategy by aligning business strategies, goals and plans and cascading through respective teams. In doing so, define and communicate high-level objectives and translate these into practical, costed and resourced implementation strategies.
- Ensure that business unit architecture is aligned to the Organisation's goals and enables a best for ANSTO approach, supporting cross divisional collaboration and breaking down silos.
- 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.
- Establish and maintain a culture of achievement and accountability with strong links to ANSTO's strategy and values.
- Drive risk management and compliance in line with ANSTO Enterprise Risk Management Framework. Set and maintain clear boundaries and freedoms for respective businesses in risk taking.
- Drive an integrated approach to Stakeholder and Customer engagement utilising CRM tools.
- 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.
- Champion and model 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

1. Business Strategy, Portfolio and Business Model

- Develop and maintain the Radiation Services strategy, business model and annual business plan, aligned with the Nuclear Medicine & Commercial strategy and ANSTO priorities.
- Define and manage the Radiation Services portfolio, including service offerings, target markets, customer segments and delivery models.
- Translate strategy into clear commercial priorities, investment plans, capability requirements, performance measures and accountabilities.
- Develop and maintain strategic partnerships, supplier networks and external delivery capability that strengthen market access and service delivery.
- Support the evaluation and development of strategic alliances, collaborative arrangements and other growth opportunities.

2. Financial Performance and Growth

- Hold overall accountability for the Radiation Services profit and loss performance.
- Drive sustainable year-on-year growth through business development, pricing discipline, portfolio optimisation, operational leverage and strategic partnerships.
- Maintain oversight of revenue forecasts, sales pipeline, contracted backlog, resource requirements and commercial risks.
- Monitor and report financial, customer, operational and strategic performance against agreed objectives.

3. Customers, Consulting and Business Development

- Establish and maintain a qualified customer pipeline sufficient to support annual and long-term growth objectives.
- Build and maintain relationships with key customers, government agencies, regulators, industry bodies and strategic stakeholders.
- Develop account plans for priority customers and market segments.

- Promote Radiation Services capabilities to government, industry, regulators and professional networks.

4. People and Culture

- Build and sustain a high-performing, commercially focused and customer-oriented team.
- Establish clear accountabilities, performance expectations and workforce plans aligned to business goals.

5. Safety, Security, Quality and Compliance

- Provide visible leadership of safety, security, quality and regulatory compliance across Radiation Services.
- Ensure commercial growth is pursued within ANSTO's risk appetite and all applicable regulatory, licence and quality requirements.
- Promote a culture of accountability, learning, early reporting and corrective action.

Decision Making

- The position operates within ANSTO's legislative, regulatory, policy, professional, financial and delegated-authority frameworks.
- The role has considerable independence in determining the Radiation Services strategy, business model, market priorities, commercial approach, customer engagement model and deployment of resources within its approved remit.
- The General Manager determines the business's strategic and commercial priorities and is accountable for the quality, integrity and commercial basis of recommendations provided to the Group Executive.
- The position may approve business and operational decisions within its delegated authority.
- Material matters involving significant financial exposure, strategic commitment, regulatory risk, reputational implications or broader organisational impact must be referred to the Group Executive.
- The General Manager will consult the Group Executive on sensitive, complex or politically significant matters.
- Delegations will be exercised in accordance with the ANSTO Delegation Manual.

Key Challenges

- Developing and executing a business model that delivers sustainable year-on-year growth in a technically complex and highly regulated market.
- Building a sufficiently strong and qualified consulting pipeline to support revenue and margin objectives.
- Improving bid conversion while maintaining pricing discipline and acceptable commercial risk.
- Balancing business development activity with available internal capability and delivery capacity.
- Developing external supplier and partner capability without compromising safety, quality, security, compliance or customer outcomes.
- Maintaining clear accountability between commercial leadership and operational delivery.
- Managing competing customer, government, organisational and operational priorities.
- Accessing specialist internal resources in an environment where skills and capacity may be constrained.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager/Executive	• Receive guidance, communication 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 plans and goals and other initiatives.
Group Senior Leadership Team	• Provide expert advice and analysis on a full range of matters • Contribute to group decision making processes, governance and planning. • Support group projects and programs. • Collaborate and share accountability.
Direct Reports	• Provide leadership, guidance, strategy, tactics and support to direct reports. • Set performance requirements and manage performance, development and effective communication. • 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.
Indirect Reports/ Indirect ANSTO Employees	• Engage and collaborate to achieve business plan KPI's. • Provide expert advice and analysis on a full range of radiation and Nuclear Waste Services related matters.
External	
Clients and industrial partners	• Support Direct Reports in managing relationships with external commercial clients and negotiation of legal agreements. • Liaison with international contractors, vendors and suppliers for technical services, disposals and transport requirements.
Government agencies	• Liaison with Australian agencies and government clients to help develop opportunities that are of mutual benefit for Radiation Services, and ANSTO. • Liaison with Australian and Foreign governments agencies (e.g. DoE/NNSA) on pathways, standards, transport requirements, licencing submissions and disposal approvals.
Professional Networks	• Promotion of the group and ANSTO within the radiation and waste specialist industries and develop opportunities that are of mutual benefit for the group and ANSTO as a whole.
Wider ANSTO	• Promote the capabilities of the group across the ANSTO community.

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Group Executive Nuclear Medicine and Commercial
Direct Reports	Direct Reports: • Radiation Services Operations Manager • Instrument Calibration Specialist Support Manager
Indirect Reports	4 x Consultants 4 x Calibration 3 x Radiation Safety Training Educator 1 x Radioactive Waste Technician (TBD)

Financial Data (FY24 Forecast)	
Revenue	~ $5 - $12M

Operating Budget	~ $4M
Staffing Budget	~ $1.2M
Capital Budget	~ $0.5M
Assets	~ $1.6M

Special / Physical Requirements	
Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	Required travel to ANSTO sites, conferences & Client sites from time to time. Frequent travel nationally. Infrequent international travel.
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer). Public speaking.
Radiation areas:	Required to visit or work in radiation areas under tightly regulated environment
Hours:	Willingness to work extended and varied hours based on operational requirements. After hours work may be required for short and infrequent periods.
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements Obtain and maintain appropriate federal government clearance NV2.

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

ORGANISATIONAL CHART

Provided separately.

KNOWLEDGE, SKILLS AND EXPERIENCE

1. Degree in Science, Engineering, or a related discipline
2. Demonstrated strategic leadership capability, including the ability to develop and execute business strategies, translate strategy into operational outcomes and drive sustainable growth.
3. Significant experience leading commercial, consulting, technical services or related businesses, with accountability for financial performance, customer outcomes and business development.
4. Experience developing and delivering complex client solutions and projects within highly regulated environments.
5. Demonstrated ability to build, lead and develop high-performing teams, including coaching, workforce planning, performance management and organisational capability development.
6. Demonstrated experience leading operations within highly regulated technical or professional service environments, including governance, quality and regulatory compliance frameworks.
7. Strong commercial acumen, including experience in opportunity development, pricing, contract management, commercial risk management and business growth.
8. Proven ability to work collaboratively across organisational boundaries, securing specialist expertise and resources while balancing competing priorities to achieve best-for-ANSTO outcomes.

9. Highly developed stakeholder engagement, negotiation and influencing skills, with a proven ability to build productive relationships with customers, government agencies, regulators, partners and senior leaders.
10. Demonstrated ability to prepare high-quality business cases, reports and recommendations, and establish strategic partnerships and supplier networks that support business growth and service delivery.

VERIFICATION

Line Manager		**Delegated Authority**	
Name:	Oleh Nakone	Name:	Oleh Nakone
Title:	Group Executive Nuclear Medicine and Commercial	Title:	Group Executive Nuclear Medicine and Commercial
Signature:		Signature:	
Date:		Date:	