Australian Government

ANSTO
Science. Ingenuity. Sustainability.

POSITION DESCRIPTION

Position Title:	Head of Engineering Design (Change Lead)
Cluster / Business Unit / Division	Infrastructure and Engineering Services
Section or Unit:	Engineering Design
Classification:	Band 9
Job Family:	Engineering and Technical
Position Description Number:	PD-2483
Work Contract Type:	Manager
STEMM/NON-STEMM:	STEMM
STEMM CATEGORY:	Engineering

POSITION PURPOSE

As part of ANSTO's broader engineering transformation program, The Head of Engineering Design is a strategic transformation leadership role responsible for establishing, implementing and operationalising Infrastructure & Engineering Services (IES) Engineering Design Practice.

The IES Engineering Design Practice will operate within a matrix environment and provide multidisciplinary, whole-of-life engineering design services to support operational portfolios and project delivery across the organisation.

Reporting to the Group Executive, Infrastructure and Engineering Services, the role will lead the creation of a sustainable, enterprise-wide engineering design capability. The position will focus on developing the Line 1 operating model, engineering capability, resource planning methodology, systems, processes and operational engineering design requirements.

Operating within a matrix environment, the Head of Engineering Design will work collaboratively across IES engineering, project delivery and operational functions to ensure the effective deployment of engineering resources and the consistent delivery of high-quality engineering design outcomes.

The Head of Engineering Design will work closely with the Head of Project Delivery, Head of Engineering Governance and Standards and other key stakeholders to ensure effective integration of engineering design services throughout the organisation.

The desired end state is the establishment of IES Design Practice lead by an operational The Head of Engineering Design role with the structures in place to lead and manage a high-performing team of Drafting, Design, and technical engineers, delivering engineering expertise, assurance, and advice. The desired end state of the operational Head of Engineering Design will be responsible for guiding the team through concept validation, design phases, preparation of technical drawings, and asset characterisation to deliver designs that meet internal and client specifications on assets and projects. As a senior leader, the position models an appropriate balance between meeting customer needs and deliver a safe high quality and cost-effective outcome.

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. Infrastructure and Engineering Services supports ANSTO's strategic and operational objectives through the provision of engineering expertise, project delivery, asset management and engineering governance services.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

Leadership and Organisational Transformation

- Lead the organisational change associated with the establishment of the Engineering Design Practice , including its operating model, organisational structure, governance framework and service delivery model.
- Develop a strategic roadmap for the IES Design Practice and oversee its implementation.
- Define IES engineering design service offerings, accountabilities, interfaces and performance measures.
- Establish capability requirements and workforce planning strategies to support future engineering demand.
- Transition the Engineering Design Practice into a sustainable business-as-usual function.
- Cultivate a clear vision for the engineering design team, ensuring alignment with the business's strategic objectives. Inspire a culture of excellence, innovation, and continuous improvement within the engineering team.
- Provide strategic leadership across multidisciplinary engineering services.
- Build capability through leadership, coaching, mentoring, performance management and succession planning initiatives.
- Drive stakeholder engagement and change management adoption throughout the organisation.
- Promote excellence in engineering practice through the consistent application of ANSTO's engineering and governance standards and lessons learned.

Matrix Resource Management

- Lead engineering design capability within a complex matrix operating environment.
- Develop resource management frameworks that optimise engineering utilisation across projects and operational activities.
- Balance competing priorities and ensure effective allocation of engineering resources.
- Support long-term workforce capability planning and talent development initiatives.

Engineering Service Delivery

- Provide strategic direction and leadership for engineering design services delivered across ANSTO.
- Ensure engineering solutions meet operational, technical, safety, regulatory and customer requirements.
- Ensure that all engineering requests for service are delivered on time, within scope, and budget, meeting, or exceeding quality standards.
- Support major capital projects through the provision of engineering design capability and technical oversight.
- Facilitate collaboration between engineering disciplines to achieve integrated engineering outcomes.
- Ensure compliance with ANSTO's engineering management systems, regulatory obligations and quality requirements and alignment with the business's strategic objectives.
- Oversee the development and validation of engineering concepts into detailed designs ensuring compliance with User requirement specifications and all quality, safety, and regulatory requirements in accordance with the Engineering Business Management System developed by the Chief Engineer's office.
- Assess and implement innovative solutions that deliver value engineering and cost savings without compromising on quality or performance.
- Ensure the availability of appropriate tools, software, and equipment for the engineering team to perform effectively.

- Serve as the primary engineering liaison with internal departments, clients, suppliers, and external partners.
- Identify, assess, and mitigate engineering risks related to designs, processes, and operational performance.
- Ensure all engineering activities adhere to industry regulations, safety standards, and environmental guidelines.
- Ensure all designs consider maintainability requirements.
- Understands and follows the ANSTO's policies, rules, guidelines, procedures established by the Office of the Chief Engineer.
- Undertake additional duties as required and during period of leave of other staff.

Stakeholder Management

- Develop productive relationships with internal and external stakeholders.
- Partner closely with the Head of Project Engineering and other senior leaders to ensure alignment of engineering services.
- Influence key stakeholders on engineering strategy, governance and capability development.
- Act as a trusted advisor to senior management on engineering design matters.

Decision Making

- The position works within a framework of legislation, policies, professional standards, and resource parameters. Within this framework the position has independence in determining how to achieve objectives of the unit, including deciding on methods and approaches, operations, project planning and allocation of resources.
- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the unit strategy and unit 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 ANSTO 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.
- Determine key work priorities within the context of agreed work plans and will consult with the GE Infrastructure & Engineering Services on complex, sensitive and major issues that have a significant impact on the unit.
- 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

- Developing a shared vision and maintaining a high-performance environment where teamwork and continuous improvement are valued can be challenging, especially as the team and projects scale and evolve.
- Ensuring that all designs, drawings, and technical outputs meet the highest standards of engineering quality and safety, and adhere to internal and client specifications, is a significant responsibility.
- Effectively managing the workload of the engineering team to optimise productivity while preventing burnout is a key challenge.
- Maintaining a highly skilled team requires a commitment to ongoing professional development and education.
- As technologies and engineering practises evolve, the Head of Engineering must ensure that the team remains at the cutting edge.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager Executive	• 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 plans and goals and other initiatives
Work area team members	• Provide expert advice and analysis on a full range of matters • Contribute to group decision making processes, planning and goals • Collaborate and share accountability
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 plan and evaluate further support which may be required to ensure delivery against the plan
All ANSTO divisions	• Key stakeholder and client groups
External	
External Suppliers/consultants/ regulators	• External suppliers, designers, trades staff. • External customers when engaged in commercial work.

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Group Executive Infrastructure & Engineering Services
Direct Reports	• Design Drafting Manager • Engineering Design Manager
Indirect Reports	• Senior Drafting Officer • Drafting Officer • Senior Engineer • Discipline Engineer • Engineer

Financial Data (2024/25)
Revenue / Grants
Operating Budget
Staffing Budget
Capital Budget
Assets

Special / Physical Requirements	
Location:	**Lucas Heights** Working in different areas of designated site/campus as needed
Travel:	May be required travel to ANSTO sites from time to time. Frequent travel to ANSTO sites within Australia Frequent travel both internationally and nationally
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Public speaking
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 with and 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
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 AP-2362 of the ANSTO WHS Management System	All Workers General Manager Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties.

ORGANISATIONAL CHART

On file

KNOWLEDGE, SKILLS, AND EXPERIENCE

Essential

1. Bachelor's degree in Engineering from a recognised institution.
2. Eligibility for Chartered Professional Engineer (CPEng) status or equivalent professional accreditation.
3. Demonstrated experience leading complex engineering organisations, engineering services functions or engineering design practices.
4. Proven track record establishing, transforming or growing multidisciplinary engineering teams and capabilities.
5. Significant experience operating within matrix organisational structures.
6. Demonstrated success leading organisational transformation programs.
7. Experience establishing Line 1 operating models, governance frameworks, processes and engineering systems.
8. Strong capability in stakeholder engagement and organisational change leadership.
9. Strong understanding of engineering risk management, quality management and regulatory compliance.
10. Experience working within highly regulated operating environments.
11. Strong commercial, strategic and business planning capability.
12. Ability to align engineering capability with organisational objectives.
13. Demonstrated ability to manage complexity and competing priorities.

Desirable

14. Experience establishing engineering centres of excellence or shared engineering service models.
15. Experience within nuclear, defence, utilities, transport, mining, resources, energy or other highly regulated industries.
16. Postgraduate qualifications in Engineering, Business, Leadership or a related discipline

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:	Name:
Title: Group Executive Infrastructure & Engineering Services	Title: Chief Executive Officer
Signature:	Signature:
Date:	Date: