

Graduate Development Program

Candidate information



Science. Ingenuity. Sustainability.

Welcome | Introduction

Ingenuity or ingenious thinking, designs, and solutions come from curious and creative minds creating environments where novelty meets innovation and thrives.

The world of science and technology needs smart, creative thinkers and problem solvers to deliver the new products and processes a new era of sustainability requires.

ANSTO's successful Graduate Development Program is designed to nurture the next generation of Australian professionals. The opportunities you are looking for to make your contribution to the future may start here.

We offer a broad range of opportunities in a wide range of fields, including science, technology and engineering – a Program built around collaboration - working together to achieve our vision of delivering outcomes for a more sustainable world.

Nuclear medicines, new tools for health care, understanding climate and eco-systems and the impacts of pollution, supporting new industries, sustainable processes and products and a safer world to live in – we are looking for graduates motivated to be part of this.

We seek a diverse group of highly motivated, boundary-crossing postgraduates seeking a pathway into the world of nuclear science and technology and its applications in our society. This is a selective and competitive Program that can shape a career that matches your talent, goals and interests.

So why not make your mark on the future and the world by pursuing a career at ANSTO?

Dr Adi Paterson

Chief Operating Officer

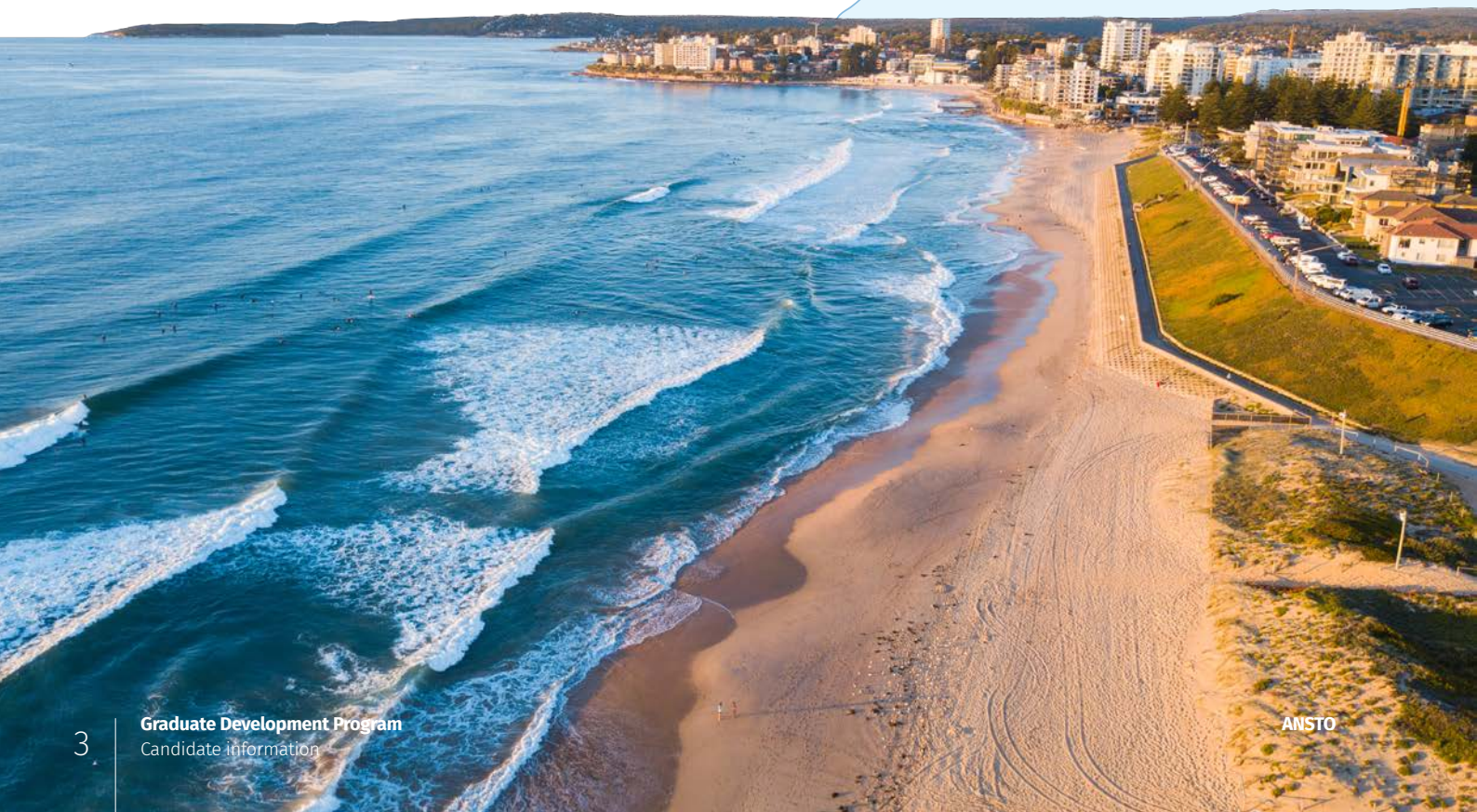


ANSTO

ANSTO leverages great science to deliver big outcomes. We partner with scientists and engineers to 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 state-of-the-art instruments every year.

ANSTO's Lucas Heights campus is located 30 minutes drive from the picturesque Cronulla Beach.



Vision

Our vision is to be a global science, research and engineering partner with a reputation for tackling complex problems and delivering outcomes to create a more sustainable world.

We deliver excellence in innovation, insight and discovery through our people, partnerships, nuclear expertise and landmark research infrastructure.

ANSTO Values

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

1. Curiosity

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

2. Excellence

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

3. Leadership

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

4. Trust and respect

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

5. Working together

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

6. Safe, secure and sustainable

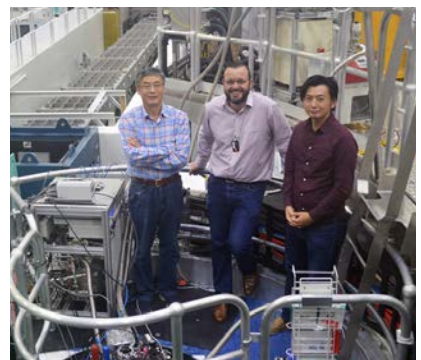
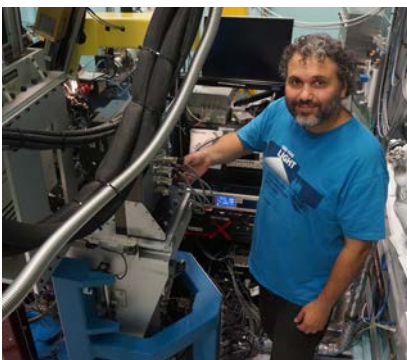
Three key principles that underpin everything we do and every decision we make.

ANSTO's Values underpin our work.
These were developed by our staff.



Diversity and inclusion vision

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. We provide empowering and effective work based policies which support flexibility and the individual needs of our employees, including flexible work practices and family friendly programs. ANSTO is a charter member of the [Science in Australia Gender Equity](#) (SAGE) initiative and is proudly taking action to create a more gender inclusive workforce.



Why choose ANSTO?

ANSTO seeks candidates who are passionate about making a contribution to Australian society through supporting nuclear science and technology.

We are a unique organisation, offering a significant breadth and variety of job opportunities within science, engineering, corporate services and trade disciplines.

ANSTO's vision is "to deliver excellence in innovation, insight and discovery through our people, partnerships, nuclear expertise and landmark infrastructure". We are committed to investing in our people to achieve this vision.

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.

Our graduate program

Our highly-regarded Graduate Development Program provides the best and brightest postgraduate students with professional development opportunities and hands-on experience. We aim to nurture the next generation of Australia's business and science leaders.

Features of the Program include:

- Two-year tailored rotation program
- Investment in professional development
- Networking opportunities
- Support structure

We are looking for graduates with degrees in:

- Business and management
- Engineering and mathematics
- Humanities, arts and social sciences
- Medical and health sciences
- IT and computer science
- Law, legal studies and justice
- Sciences



Position description

Position Title: ANSTO Graduate

Work Contract Type: Administration/Professional/Technical/Research

Location/s: Varies with each role profile and rotation but can include Lucas Heights and/or Camperdown, NSW and/or Clayton, VIC.

Key accountabilities

ANSTO Graduates are required to:

- Demonstrate their competence against the learning outcomes/objectives described in their work plan for each rotation. These will be measured at the end of each rotation and/or project
- Actively participate in and embrace the training opportunities provided and take the opportunity to learn new skills to facilitate their personal and organisational growth
- Reflect on impact of learning experiences and seek continuous improvement
- Be ambassadors and contribute to related activities and promotion initiatives (such as career fairs, recruitment activities, on-line graduate profiles, university events etc.)
- Undertake additional duties as required and during period of leave of other staff
- Uphold ANSTO's Code of Conduct.

Decision making

- The ANSTO values, organisational Corporate Plan, Business Plan, Operational Excellence Program, the relevant business area's strategy and objectives provide the context for the position
- The position works within a framework of legislation, policies, professional standards and resource parameters. Within this framework the position has limited independence in determining how to achieve objectives of the unit
- With guidance, the position determines own work priorities, methods and approaches within the context of agreed work plans and will consult with the line manager on issues that have an impact on the business operational needs or project
- 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.

Key challenges

- Contribution to a number of important projects at various stages, whilst also juggling day to day tasks and training commitments.
- Ability to quickly build and maintain relationships with managers, stakeholders, mentors and colleagues in order to gain information and work on projects within rotational time constraints.



ANSTO

Knowledge, skills and experience

- Degree in relevant discipline
- Apply knowledge gained at university and contribute to the provision of quality products and services
- Demonstrates a basic knowledge of the business, its products and services, competitors and the commercial drivers that impact the team
- Use initiative and generate workable solutions to address basic work problems
- Seeks ways to improve own tasks and processes
- Seeks acceptance of ideas using appropriate interpersonal skills and behaviours
- Demonstrates verbal and written communication skills in a clear and appropriate manner
- Reflects on impact of learning experience and provide reports as required
- Complies with Industry Standards and ANSTO policy, procedures and guidelines
- Fulfils WHS responsibilities of the ANSTO WHS system

**For a copy of the full position description visit
www.ansto.gov.au/becomeinspiring**



Photo courtesy Careers with STEM/Lauren Trompp



Photo courtesy Careers with STEM/Lauren Trompp

Application process

Applications should consist of a full curriculum vitae detailing academic qualifications and any professional affiliations, employment history and relevant achievements.

As part of this process, candidates will be invited to communicate with ANSTO representatives in person or by video conference. Candidates who are considered suitable to progress may be required to undertake additional assessment of skills, knowledge, abilities and aptitude.

All applications must be submitted online using the ANSTO recruitment portal.

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

For more information

VISIT

www.ansto.gov.au/becomeinspiring

EMAIL

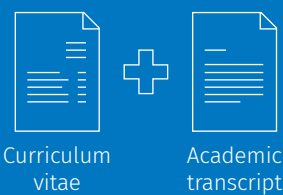
earlycareers@ansto.gov.au

ANSTO Graduate Institute scholarships

In addition to the Graduate Development Program, ANSTO's Graduate Institute also offers scholarships.

Under the auspices of a NSW government funding scheme designed to establish an 'Industry Foundations Program' as part of our Innovation Precinct, ANSTO awards a minimum of five scholarships for graduate students working on industry-focused translational research projects every year.

Graduates who receive an Industry Foundations scholarship work under the guidance of some of Australia's current leading scientists and researchers and are given access to ANSTO's national and landmark infrastructure and industry partners. To join the community, students must simply apply for an [Industry Foundations Scholarship](#).



Online application



Selection committee



Shortlist of candidates



Assessment Centre



Living in Sydney

Sydney

New South Wales capital city Sydney, is the largest city in Australia with a population of more than five million people and a metropolitan area of 12,367.7km².

The Sutherland Shire, in which ANSTO's main Lucas Heights campus is based, covers 369km² and has a population of approximately 227,000 people. Located just 35km 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 and season events and offers an ideal mix of coastal relaxation and cosmopolitan luxury.

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 Lucas Heights campus has been developing since 1955. It comprises approximately 600 ha of which 70 ha is developed while the remainder is a combination of landfill, brownfields and bushland.

Development has occurred on the ridges with steep valleys to the Woronora River. While the areas that interface between the land and the many creeks and rivers (riparian zones) will be maintained in their current condition, the brownfields areas are available for appropriate development.

Within the bushland areas are endangered species, sensitive communities and Indigenous artefacts. The Indigenous artefacts include rock engravings and tool sharpening grooves. The endangered species and sensitive environments include *Melaleuca Deanii* and coastal shale sandstone transitional forests as well as coastal upland damp heath swamp.

The site boundaries include the Woronora River to the south east and Heathcote Road to the west and south. A large portion of the site (approximately 100ha) is leased to SUEZ for use as a land fill operation and methane gas generation plant. ANSTO also leases out the use of a motel, café and childcare centre that sit on the site.

The neighbouring suburb of Menai provides access to cafes, shops, cultural and sporting facilities.

ANSTO consults with Elders from the Dharawal and Gandangara communities who are the traditional landholders.

Camperdown campus

The Camperdown site is in close proximity to the Sydney CBD with its extensive amenities and is surrounded by the Royal Prince Alfred Health Precinct adjacent to the Professor Marie Bashir Centre on Missenden Road Camperdown.

ANSTO has constructed a building on leased land to accommodate a medical cyclotron.



Living in Melbourne

Melbourne

Melbourne is Victoria's capital city and the second largest city in Australia with a population of 4.96 million and a metropolitan area of 9992.5 km².

Clayton is 18 km south-east of Melbourne's CBD and has a population of around 20,000 people.

Clayton is a major centre for science, technology and research. In addition to ANSTO's Australian Synchrotron, Clayton is also home to Monash University, which owns the Australian Synchrotron site and much of the surrounding land, the Monash Medical Centre, the Victorian Heart Hospital, which is currently under construction, and the CSIRO.

There are numerous eateries, restaurants and shopping options in the Clayton and surrounding areas.

Clayton campus

ANSTO owns and operates the Australian Synchrotron located on more than 8 ha of land.

The Australian Synchrotron has an on-site guesthouse for users and guests, and a café that is open weekdays for breakfast and lunch and provides take-away dinner options.



Thank you for your interest in the Program



Australian Government



Lucas Heights | Clayton | Camperdown



www.ansto.gov.au

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