

Purpose of the Position

The successful candidate will be responsible, as internal RPE, for establishing and managing PanTera's radiation protection program, ensuring full regulatory compliance with Belgian nuclear legislation and international transport regulations (IAEA SSR-6, ADR, IATA), and providing hands-on radiosafety expertise to our production, QC operations and engineering departments. They will also take ownership of the relationship with our external radiation protection consultant (Be.Sure), who has been central to building our regulatory framework to date. The function will report to PanTera HSE manager.

PanTera is looking for a candidate with a recognized qualification as a Radiation Protection Expert, solid experience in a nuclear or radiopharmaceutical environment – ideally with alpha emitters – a track record in GMP-regulated companies, and the autonomy to build and lead a department in a fast-growing organization.

Key Responsibilities

Radiation Safety management

All the tasks defined in the Art 23.1.5 of the RD 20.07.01, and more specifically:

- Establish, implement, and continuously improve PanTera radiation protection program in accordance with Belgian nuclear legislation (FANC/AFCN) and IAEA recommendations, and in collaboration with Pantera's current radiation safety partners.
- Act as the company's designated Radiation Protection Advisor (Expert agréé en radioprotection / Erkend Stralingsbeschermingsdeskundige) and head of the Health Physics Dept.
- Manage and organize the work of the radiation protection officers (RPO)
- Define and maintain radiation protection rules, procedures, and work instructions for all radiological operations occurring at PanTera
- Manage dosimetry programs (internal and external) for all exposed workers; maintain dose records and report to competent authorities

Operational support

- Provide radiation protection expertise to production and QC operations
- Review and approve new processes, equipment, and facility changes from a radiosafety perspective
- Ensure contamination control, shielding assessments, and airborne radioactivity monitoring are fit for purpose at commercial production scale
- Contribute to the design and qualification of radiation shielding and containment for the new commercial facility

Regulatory & Transport

- Interface with FANC/AFCN and other competent authorities; manage regulatory inspections, notifications, and authorizations
- Ensure compliance with IAEA SSR-6, ADR, and IATA Class 7 requirements for the transport of radioactive materials, including classification, packaging approval, and consignor responsibilities

- Act as Dangerous Goods Safety Advisor (Cl 7) for the expedition of Type A and B packages
- Maintain and update the company's nuclear license conditions in coordination with management and SCK CEN

Emergency Preparedness

- Develop and maintain the radiological emergency response plan
- Act as primary responder in case of radiological incidents or contamination events (prepare exercises and manage the REX)

Culture & Training

- Build and lead the radiation safety department, including future direct reports and radiation protection officers
- Deliver radiation protection trainings across all relevant functions (production, QC, logistics, maintenance)
- Foster a strong safety culture where radiation protection is integrated into daily decision-making

Profile

- Degree in nuclear physics, radiochemistry, medical physics, nuclear engineering, or a related discipline
- Recognized qualification as a Radiation Protection Expert (Level II under Belgian legislation)
- Experience in radiation protection in a nuclear or radiopharmaceutical environment; experience with alpha emitters is a strong asset
- Solid working knowledge of Belgian nuclear regulations (ARBIS/RGPRI), FANC/AFCN requirements, and IAEA transport regulations (SSR-6 / ADR / IATA)
- Familiarity with GMP-regulated manufacturing environments; understanding of how radiation protection interfaces with quality systems is expected
- Conventional Safety certification is a strong asset
- Strong communication skills — you can translate technical risk into operational guidance and regulatory language with equal fluency
- Fluent in English and Dutch

Skills and Competencies

- Autonomous and structured
- Great communication skills
- Pragmatic and solutions-oriented, able to balance regulatory framework with operational reality
- Team player, able to work in collaboration with various internal and external stakeholders