Job Title: Deputy Director-General - Science & Technology IO1176

Requisition ID **6801** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Managerial** - **New Posting**

The ITER Organization brings together people from all over the world to be part of a thrilling human adventure in southern France—building the ITER Tokamak. We require the best people in every domain.

We offer challenging full-time assignments in a wide range of areas and encourage applications from candidates with all levels of experience, from recent graduates to experienced professionals. Applications from under-represented ITER Members and from female candidates are strongly encouraged as the ITER Organization supports diversity and gender equality in the workplace.

Our working environment is truly multi-cultural, with 29 different nationalities represented among staff. The ITER Organization Code of Conduct gives guidance in matters of professional ethics to all staff and serves as a reference for the public with regards to the standards of conduct that third parties are entitled to expect when dealing with the ITER Organization.

The south of France is blessed with a very privileged living environment and a mild and sunny climate. The ITER Project is based in Saint Paul-lez-Durance, located between the southern Alps and the Mediterranean Sea—an area offering every conceivable sporting, leisure, and cultural opportunity.

To see why ITER is a great place to work, please look at this video

Application deadline: 04/12/2022
Domain: Director-General
Job Family: Line Management and Group Leaders
Job Role: Deputy Director General
Job Grade: DDG
Language requirements: Fluent in English (written & spoken)
Contract duration: Up to 5 years

Purpose

As a Deputy Director-General covering Science and Technology activities, your will provide support to the ITER Organization (IO) Director-General (DG) for taking all decisions and necessary measures to ensure the safe, timely, cost effective and high quality execution of design, construction, installation, testing, commissioning and operation activities of the ITER Project.
You will actively represent the organization internally and externally at a senior level, modelling the “one project – one team” spirit of the Project, steering Scientific and Technical Offices/Departments’ strategies, and deputizing for the DG as needed.

Background

The ITER Organization (IO) was established in 2007 by a formal agreement among seven Members (People’s Republic of China, European Union, Republic of India, Japan, Republic of Korea, Russian Federation, and United States of America), for the joint implementation of the ITER Project.
ITER’s mission is to demonstrate the scientific and technological feasibility of fusion energy for peaceful purposes, an essential feature of which would be achieving sustained fusion power generation. The ITER Headquarters is located at the ITER Project Site in St Paul-lez-Durance, France, and its staff of over 1,000 people come from the seven ITER Members. The IO is an international independent legal entity, which as the Design Authority and Owner-Operator of the ITER facility is responsible to the French Nuclear Safety Authority (ASN) for compliance with all French laws and regulations that govern nuclear safety. The IO and its industrial contractors are presently engaged in the overall construction of the ITER facility, which is truly a “mega-project” that involves not only an enormous scale of civil construction, but also the assembly and installation of various contributions of technically sophisticated components, mostly first-of-a-kind, and equipment provided by the ITER Members.

Once the ITER facility commences research operations, the IO will transition to being responsible for carrying out, together with researchers from the seven Members, the ITER Research Plan to achieve its science and technological mission.

Key Duties, Scope, and Level of Accountability

- Supports as required and at the highest level the Director-General in its functions, in particular in:
  - Exercising a strategic vision and setting major priorities for the IO;
  - Keeping the ITER Council (IC) and its advisory bodies informed in both a transparent and timely manner;
  - Interacting with the IC Heads of Delegation and senior ITER Members' government officials in supporting the goals and interests of the Project and of the IO;
  - Planning, coordinating and closely collaborating with the seven Members' Domestic Agencies (DAs), who are responsible for designing, manufacturing, testing, and delivering various components and systems to the ITER Site;
  - Fostering further collaboration and integration between the IO and Members' DAs in the spirit of "one project – one team.";
  - Directing all ITER Construction Phase (and eventually Operations Phase) activities;
  - Organizing and supervising the integration, assembly, installation, testing, and commissioning of an enormous number of components and systems, many of which are first-of-a-kind;
  - Managing risks to the project's scope, schedule, and cost in a quantitative, proactive manner, devising and implementing appropriate risk mitigation strategies;
  - Responding to emerging issues and opportunities with timely, pragmatic, and effective solutions;
  - Overseeing and guiding the implementation of appropriate Systems Engineering, Configuration Management, and Quality Assurance programs;
  - Overseeing the procurement and the performance of the IO's numerous industrial and support contractors who are engaged in the full range of Construction Phase activities;
  - Preparing experimental plans to guide machine operation and ensure a smooth transition from machine commissioning through First Plasma, and then further into operation and experimentation;
- Ensures strategic guidance and overall coordination of the Scientific and Technology departments and relevant partners responsible for design, construction, installation, testing, commissioning and operation of the machine and all associated plant systems;
- Provides expertise and ensures the proper implementation of integrated programs among technical units;
- Analyzes and alerts DG promptly on any issues that would jeopardize the on-time accomplishment of major construction schedule milestones, scope, or impact quality and nuclear safety requirements, while implementing appropriate risk mitigation strategies for the project in a pragmatic and proactive manner;
- Reviews the proposals of experimental plans which will guide machine operation, ensuring a smooth transition from machine commissioning through First Plasma, and then further into operation and experimentation;
- May be required to work outside ITER Organization reference working hours, including nights, week-ends and public holidays.

Measure of Effectiveness

- Actively represents and propagates the spirit of "one project – one team" and ensures a highly collaborative approach with the DG, DA and IO leaders in order to manage and propel the whole ITER Project forward;
- Provides solid overall leadership, and steers efficiently the integration of technical, scientific and construction activities, for the scope, cost and schedule for ITER systems;
- Solves efficiently high level technical and quality control issues, mitigating risks for the Project;
- Designs suitable KPIs for project progress and prioritizes standards of performance, anticipating and solving major issues for integration activities;
- Models the values and vision of the ITER project including expectations from the Code of Conduct;
- Ensures high-level representation and deputizes efficiently the DG.

Experience & Profile

- ***Professional Experience:***
  - Demonstrated strategic planning and management abilities and successful experience within large construction, scientific or technical international projects from design, construction, installation, testing, commissioning and operation of a facility and all associated systems.
- ***Ability to obtain and maintain French Security clearance.***
- ***Education:***

- Master or PhD degree in engineering, physics or any other relevant discipline;
- The required education degree may be substituted by extensive professional experience involving similar work responsibilities and/or additional training certificates in relevant domains.

- ***Language requirements:***
  - Fluent in English (written and spoken).
- ***Technical competencies and demonstrated experience in:***
  - The construction of research infrastructures, preferably in the nuclear fusion field;
  - Interactions with high level government stakeholders;
  - Scientific collaborations at international level;
  - Inclusive leadership capacity (maintaining healthy working environment), high sense of objectivity and professional integrity, diplomacy, tact and political astuteness within large nuclear, fusion, fission or highly technical projects in compliance with quality, safety, security and technical applicable standards;
  - Coordinating and overseeing complex construction programs from design to operation phases providing effective leadership in management structures in similar international or intergovernmental settings;
  - High-level strategic negotiations and influencing abilities with multi-national internal and external partners, including the ability and willingness to solicit and consider varying inputs and opinions and make appropriate recommendations/ tough decisions aligned with the ITER project's objectives;
  - Providing leadership and Quality Control within a heavily regulated nuclear environment would be beneficial;
  - Driving a project culture that underpins and maintains safe and secure working conditions and enforces the highest standard of safe, healthy, and secure work practice;
  - Knowledge of the ITER project and fusion technology would be considered a strong advantage.
- ***Additional Behavioral competencies:***
  - Communication particularly on science and technology, also managing efficiently all interfaces, demonstrating excellent communication skills, adjusting the communication to influence stakeholders and ensuring that all staff involved in the Project have the relevant information, and are aligned to apply various perspectives to achieve common goal;
  - Excellent team player and collaborative spirit driving engagement to create a climate where people are motivated to do their best to help the organization achieve its objectives;
  - Proven top-level executive managerial skills characterized by approachability, accessibility, openness/transparency, personal integrity, persuasiveness, and the charisma to inspire loyalty of his/her subordinates and reach consensus with stakeholders;
  - Anticipate and eliminate proactively obstacles that affect project performance, resolve problems to achieve project management and technical results;
  - Create an inclusive environment that promotes cross-functional analysis and effective decision making so that leaders are empowered to place decision making at the most appropriate level;
  - Building strong partnerships and working collaboratively positively with all Project stakeholders, being force of proposal & solutions' oriented to reach consensus.

The following important information shall apply to all jobs at ITER Organization:

- Maintains a strong commitment to the implementation and perpetuation of the ITER Safety Program, ITER Values (Trust; Loyalty; Integrity; Excellence; Team mind set; Diversity and Inclusiveness) and Code of Conduct;
- ITER Core technical competencies of 1) Nuclear Safety, environment, radioprotection and pressured equipment 2) Occupational Health, safety & security 3) Quality assurance processes. Knowledge of these competencies may be acquired through on-board training at basic understanding level for all ITER staff members;
- Implements the technical control of the Protection Important Activities, as well as their propagation to the entire supply chain;
- May be requested to work on beryllium-containing components. In this case, you will be required to follow the established ITER Beryllium Management Program for working safely with beryllium. Training and support will be provided by the ITER Organization;
- May be requested to be part of any of the project/construction teams and to perform other duties in support of the project;
- Informs the IO Director-General, Domain Head, or Department/Office Head of any important and urgent issues that cannot be handled by line management and that may jeopardize the achievement of the Project's objectives.