

ITER Recruitment

“The ITER Organization is pursuing innovative and competent talent to share our passion, commitment, pride, hard work and belief in the ITER mission and vision”

Human Resources Department

Table of Contents

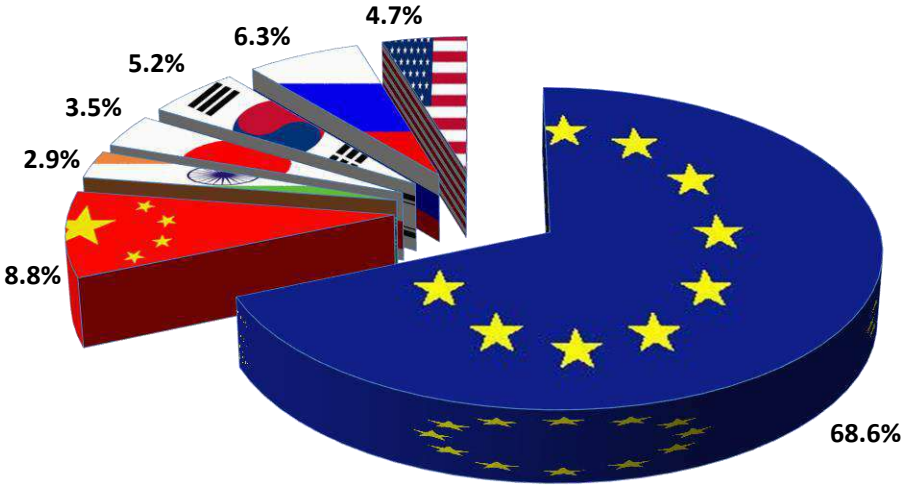
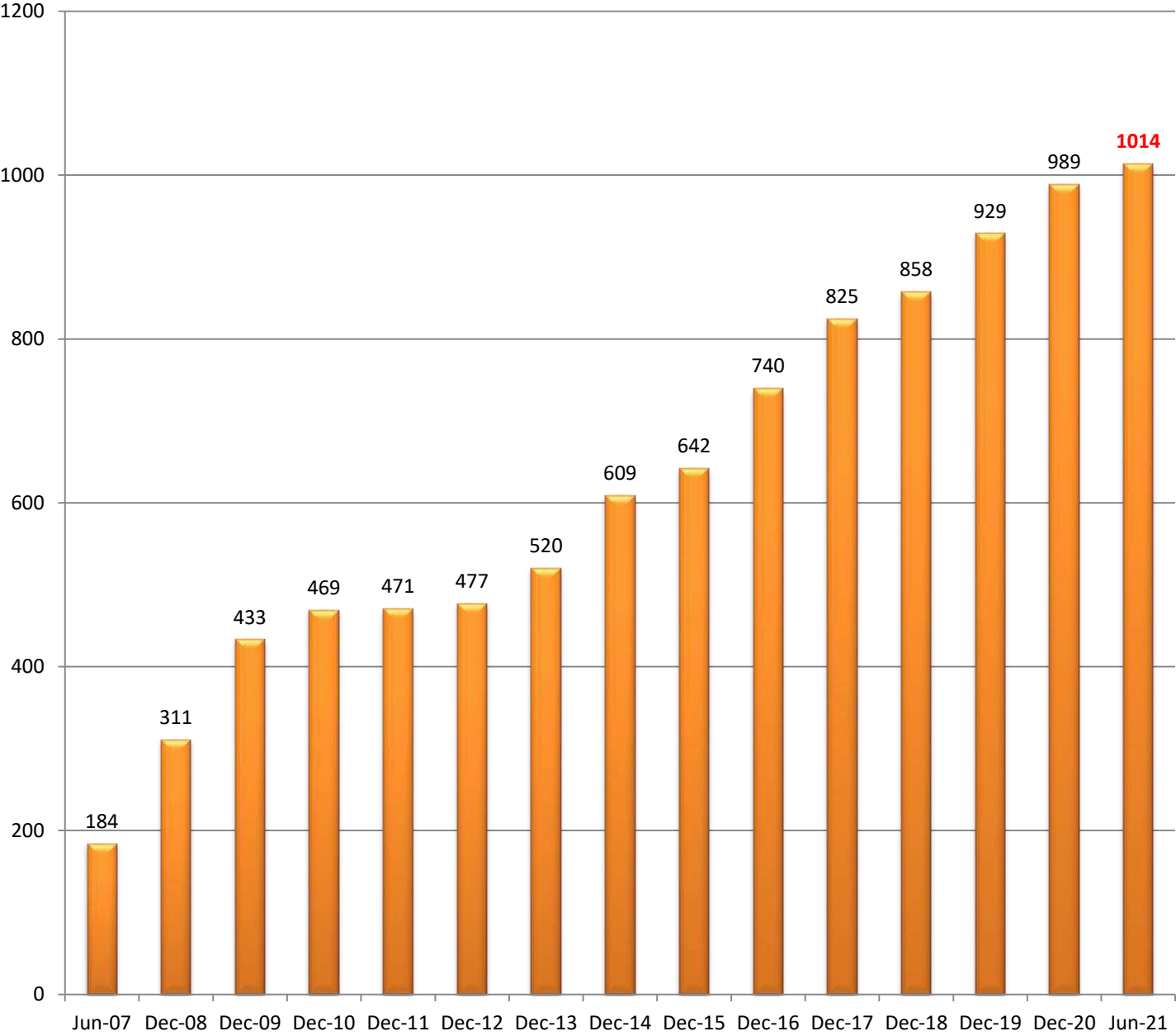
▪ ITER Overview	p.3
▪ Global Staffing Progress	p.4
▪ Working at ITER	p.5
▪ Talent Pursued for Recruitment	p.6
▪ Global Recruitment Process	p.7
▪ Specific Notice / Requirements	p.8
▪ ITER Project Core Values and Competencies	p.9
▪ Competency Based Assessment/ Interview	p.10-12
▪ External Image & Employer Brand Enhancement	p.13-14
▪ Promote Diversity as Hiring Objective	p.15-16
▪ Hiring / On-Boarding	p.17
▪ Vacancy Advertisement	p.18
▪ Q & A	p.19
<u>Appendix</u>	P. 20-24

- A. ITER Working Conditions / HR Policies
- B. Competitive Remuneration & Benefits
- C. Comprehensive Welcome Package
- D. Privileges and Immunities

- **An exciting Scientific and Human Endeavor**
- **A truly International Working Environment representing the 7 Members**
- **Over 1000 staff members, 29 different nationalities**
- **Excellent quality of life in the South of France**

Global Staffing Progress

728 professional & higher staff and 286 technical support (June 21)



IO Staff by Member (G, P & Higher)
(incl. TCWS, VAS, PostDoc & SCSN)

“An ever growing international & multicultural organization”

Working at ITER

- **People from all over the world are part of a thrilling human adventure in southern France.**
- **In a high pressure environment, challenging full time assignments in a wide range of areas.**
- **Applications welcomed 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.**
- **Multi-cultural working environment, with 29 different nationalities represented among staff.**
- **The south of France is blessed with a very privileged living environment and a mild and sunny climate; the southern Alps and the Mediterranean Sea—an area offering every conceivable sporting, leisure and cultural opportunity.**



Talent Pursued for Recruitment



➤ Relevant qualification and professional experience

- IO Staff members are comprised of a worldwide group of staff, whose responsibilities are to carry out the objectives of the ITER Project. They are expected to have the appropriate education and relevant professional experience required for each occupied position.
- Positions in Engineering, Construction, Science, Safety, and Corporate domains are regularly advertised on the ITER Website and LinkedIn.
- The ITER environment is amazing and very challenging, but can also be quite stressful due to heavy workloads and deadlines that have to be respected.

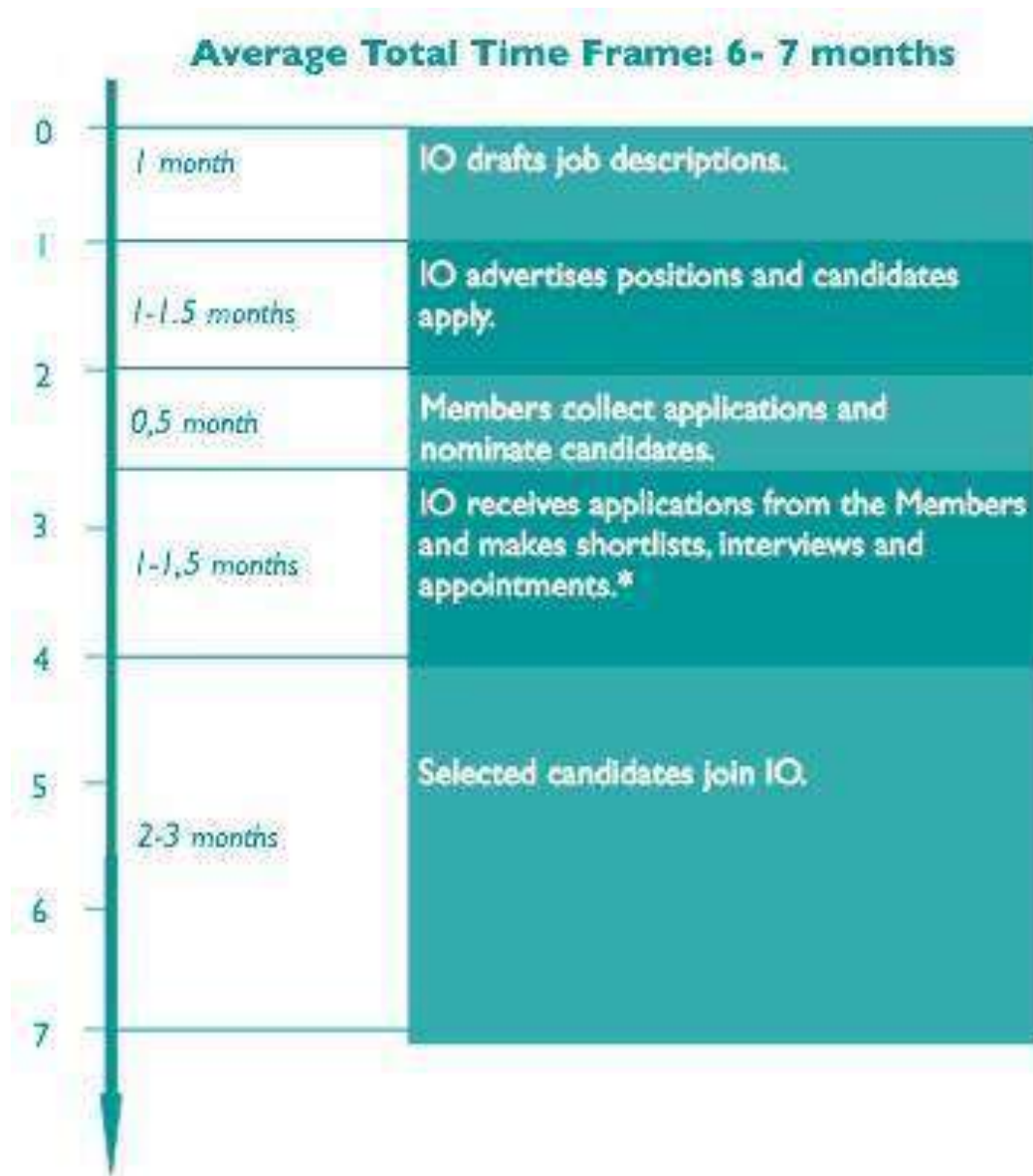
➤ Technical & Behavioral competencies

- The primary consideration in the recruitment and employment of staff for the ITER project, is to select people of the highest standards in efficiency, technical competencies and behavioural competencies.
- The ITER Organization is a multi-national environment. Prospective candidates must be able to cope with social, educational and cultural differences, and be able to adapt to various approaches for problem-solving and decision-making. As well as having well-balanced personalities and good communication skills, candidates should also appreciate cultural diversity.

➤ Language skills

- Prior experience in a cross-cultural work environment is an asset for all positions. Fluency in English is a requirement with English being the working language of the ITER Organization.

Global Recruitment Process



- Publication, on average, is 4 to 6 weeks.
- When applying for an IO vacancy, fill in your application file and also include your resume and a cover letter in English.
- Please note that only job applications submitted directly through this website will be taken into consideration.
- After applying for a position, if your application is nominated by the Domestic Agency (DA), the DA will inform you by email and send your application to the ITER Organization for the further assessment by panel members.
- To ensure equal treatment for all candidates, our interviews are carried out using remote connection technologies (Skype and video conference).
- The final recruitment decision is made by Director-General. You will normally be informed of the decision up to six weeks following your interview. On average, new employees begin working at ITER around two to three months later.

Specific Notice / Requirements

- Extensive experience in similar jobs (involving similar work responsibilities) and/or additional training certificates in relevant domains may be considered a reasonable substitute for the required educational degree.
- Following the Selection Panel assessment, if not selected but are recognised to have the relevant competencies, a candidate may be endorsed by the Director General to be part of a Roster Membership and be considered for positions with similar functions that may arise in the future. The rostered candidate, with reference to a previous application, may then be considered and selected for another position. If the candidate is informed by ITER Organization that they have been nominated to participate in another competition, the candidate should ensure that their profile on the ITER profile space is kept up-to-date. (<http://iter.profiles.org>).

Any false or misleading statement, or withholding relevant information, may stop any competition process and provide grounds for the withdrawal of any offer of appointment or the termination of employment at the IO.

ITER Project Core Values and Competencies

Diversity and
Inclusiveness

Trust

Team mind set

Loyalty

Excellence

Integrity

➤ **IO Core Behavioural Competencies** cascaded from values are the DNA of the Organization:

- Collaborate
- Manage Complexity
- Instil Trust
- Drive Results
- Communicate Effectively

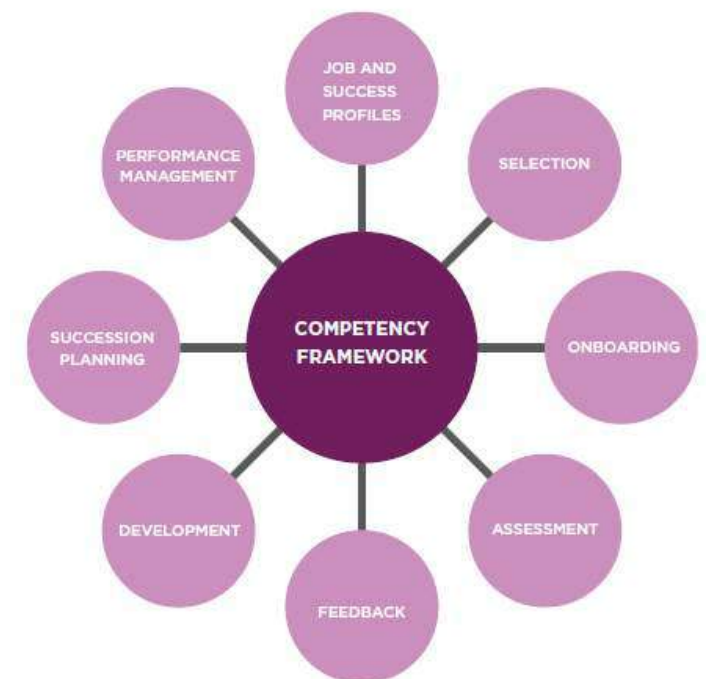
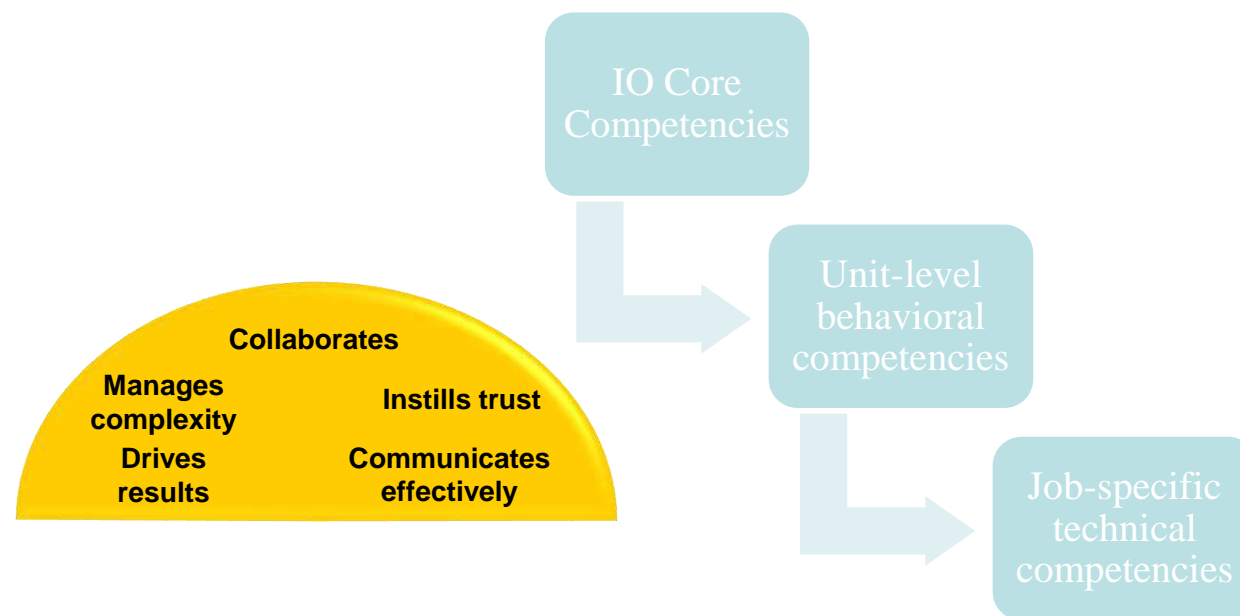
➤ As a nuclear facility, **IO's Core Technical Competencies** are:

- Nuclear safety, environment, radioprotection and pressured equipment
- Occupational Health, safety and security
- Quality Assurance processes

These will be acquired through on-board training at a basic level for all ITER staff members.

Competency Based Assessment/ Interview (1/3)

- ❑ The competency model will help us ensure that new staff share ITER's values and demonstrate the required competencies through competency-based assessment/ interview.
- ❑ Competencies help us get the right person for the job by focusing on demonstrated skills and behaviours, as well as on qualifications and experience.



Competency Based Assessment/ Interview (2/3)

❑ Main area to identify to pursue competent talents

- **Look beyond the resume** to find out what motivates and drives the candidate (e.g. opinions, values, and attitudes).
- **Identifying 'high potential'** being an agile learner and having the ability to stretch out of comfort zone (e.g. critical thinking and dealing well with ambiguous/ complex situations)
- **Seek diversity** to contribute to team activities in order to complement and positively challenge each other

❑ Mapping IO Values, Technical & Behavioural Competencies to the competency based assessment/ interview

- The primary consideration is to select people of the highest standards of efficiency, technical competencies and behavioural competencies.
- Candidates are assessed on their competencies to adapt to various approaches to problem-solving and decision-making. Besides having well-balanced personalities and good communication skills, they should enjoy cultural diversity.

Competency Based Assessment/ Interview (3/3)

- **Interviews will last approximately 30/45 minutes and will be carried out with a Selection Board** (comprising up to five members).
- **During the interview, the Selection Board will be particularly looking at the candidate's technical and behavioural competencies against the requirements for the position. Therefore, the candidate should:**
 - Prepare a 3 to 5 minute presentation covering background education and experience that is relevant for the position applied for.
 - Answer questions concisely and present concrete examples of achievements and return on experience.
 - Read the job offer carefully to fully understand how you meet the position's requirements.
 - Be ready to discuss your strengths and capabilities based on current and past experience.
 - Specify how you will contribute to the position applied for and to the success of the Project.
- **You may be invited for additional written tests and/or an additional interview(s) via skype, phone or on site. If that is the case, you will receive another invitation, together with specific recommendations and guidelines.**

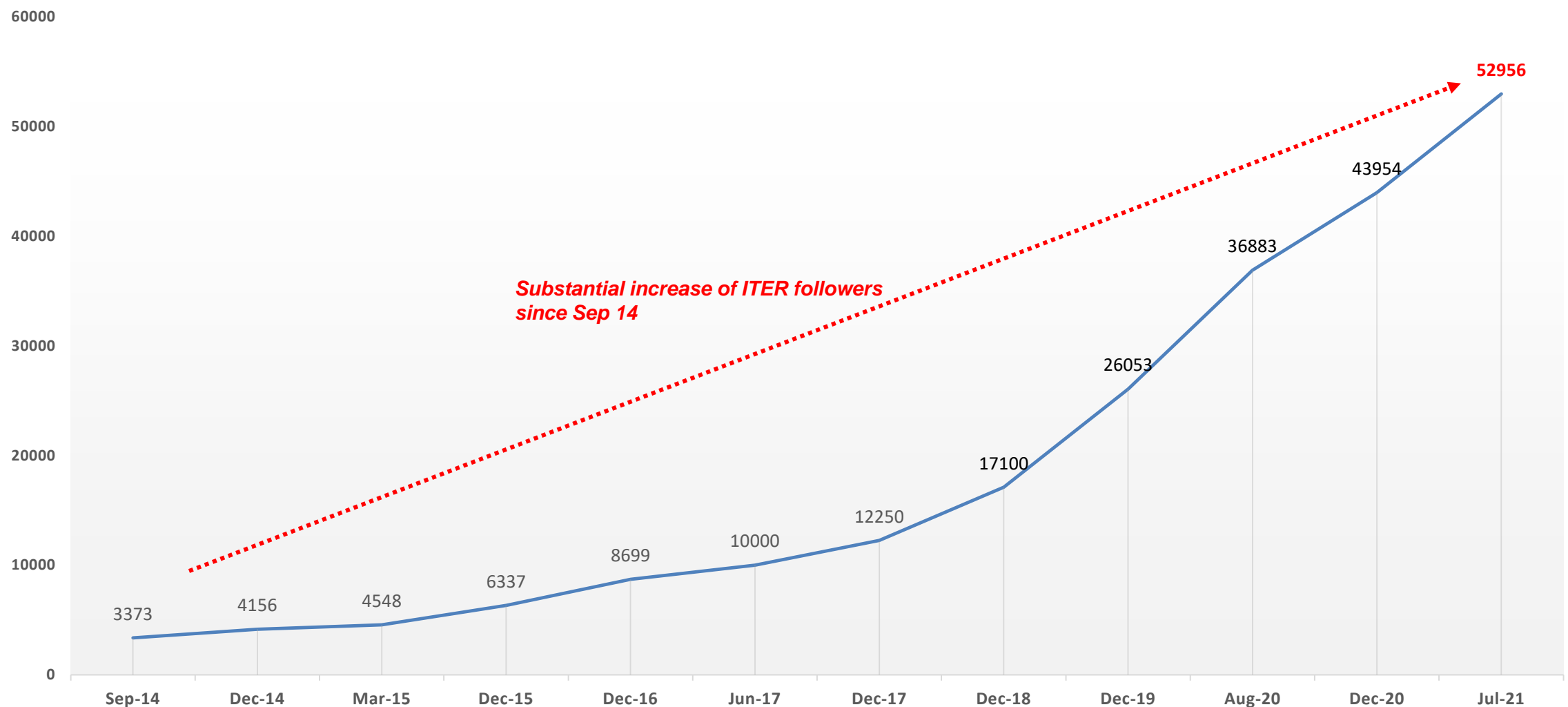
External Image & Employer Brand Enhancement (1/2)

- ☐ **Promote the awareness and image of the ITER Organization worldwide as unique employment value proposition in the international fusion community**
- ☐ **Talent outreach via social networks, professional and institutional channels**
- ☐ **Collaboration with Domestic Agency HR Partner to enhance the quality of applications and diversity**
- ☐ **Sharing a common understanding that promoting diversity as an organizational hiring objective for both ITER & DAs; sourcing good non-EU applications is a shared responsibility among all line management, DAs and stakeholders**

External Image & Employer Brand Enhancement (2/2)

❑ Efforts made to attract the best talent

- Using the social network **'LinkedIn'** as a strategic leverage to promote the IO image and increase the number of quality applications for critical IO positions
 - Substantial increase of the ITER followers in Network which is a major indicator to attract the external population and enhance the IO image & brand: 3 373 followers in Sep 2014 and **52 956 in July 2021**
 - Continuous cross functional collaboration with IO Communication has been done to promote the IO image and outreach talent pool

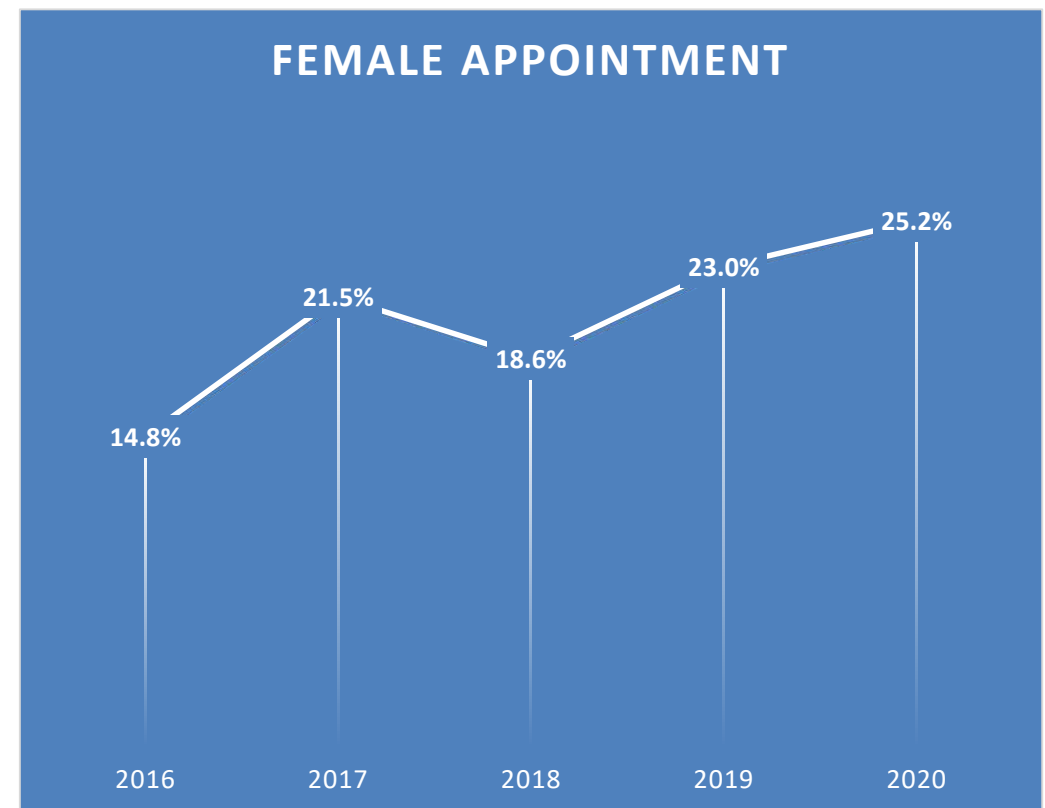
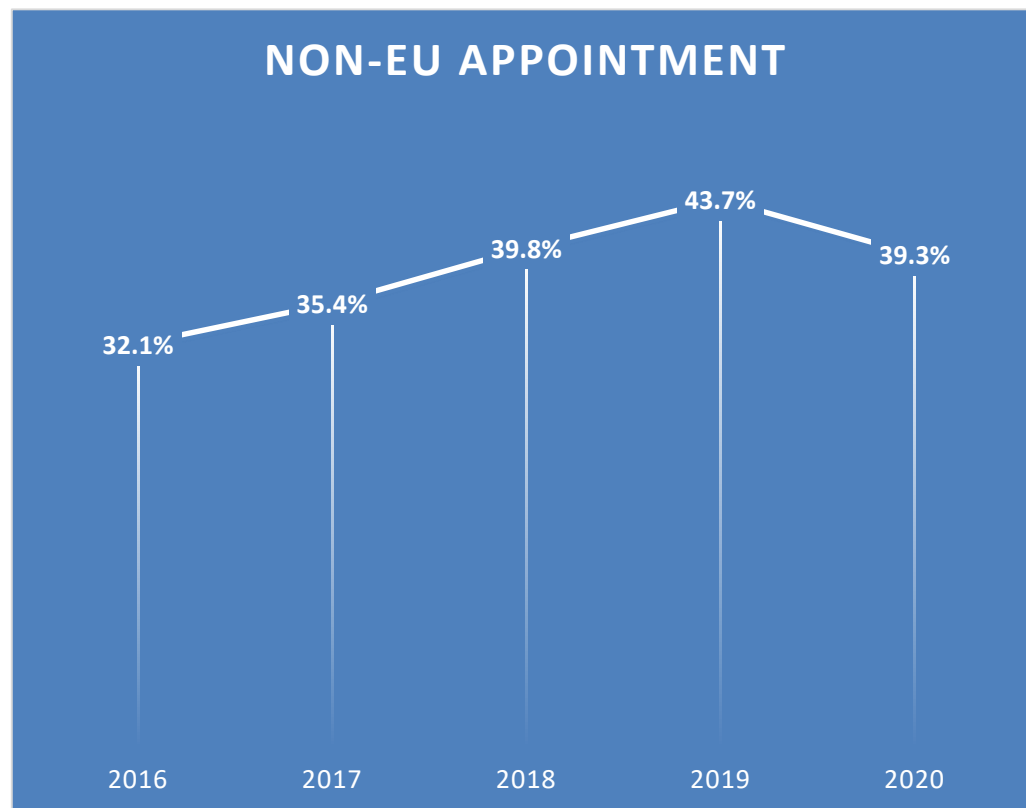


Promote Diversity as Hiring Objective (1/2)

□ ITER Project Objective in Staffing & Recruitment

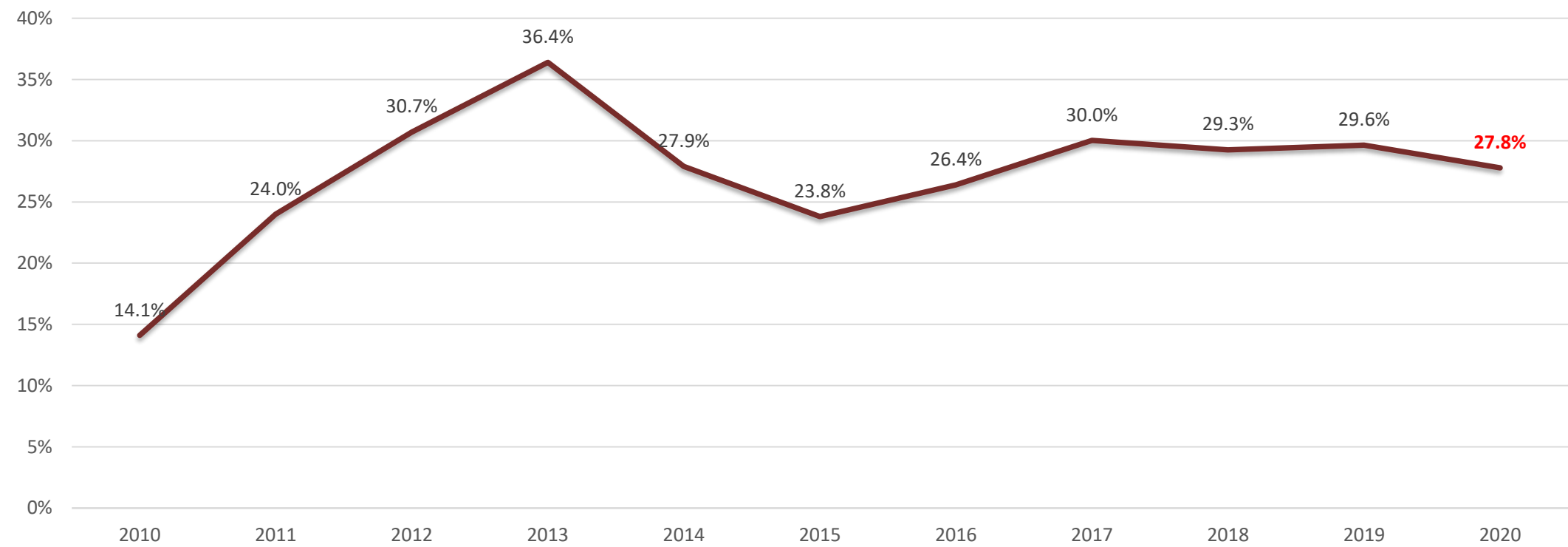
- **Recruit qualified staff** in line with business needs which represent **the diversity of our Members**; inherently, the objective of improving the Members' representation within the staff continues to be **a priority for the ITER**
- Increase **the attractiveness of the ITER** for candidates but also **the reliability of the recruitment process** to ensure that the right profile is selected for each position

□ Appointment Trends for Non-EU & Female at ITER

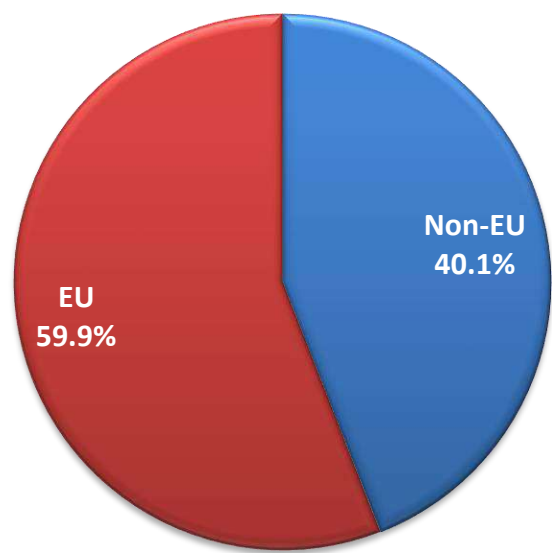


Promote Diversity as Hiring Objective (2/2)

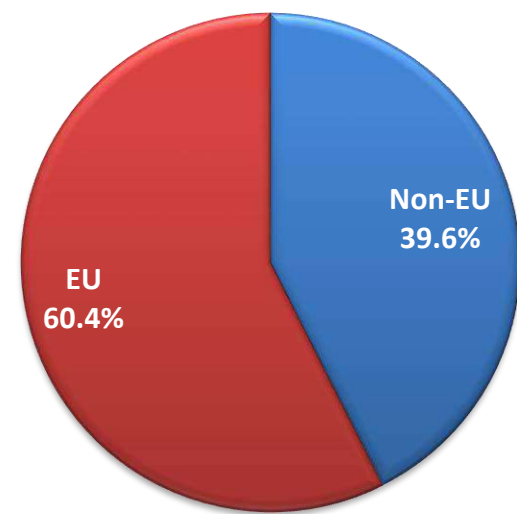
Non-EU application (Percentage)



Non-EU Shortlisted (Percentage)



Non-EU Appointed (Percentage)



Hiring / On-Boarding

- The final recruitment decision is made by ITER's Director-General. You will normally be informed of the decision within six weeks following your interview. On average, our new employees take-up duties about two to three months later.
- For the purpose of nuclear safety, each staff member will be asked to implement technical checks of the Protection Important Activities, as well as their propagation to the entire supply chain. Relevant details and training will be provided during on-boarding programs.
- Depending on the nature of job, some staff members may also be requested to:
 - ✓ work on beryllium-containing components. In this case, they 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;
 - ✓ work outside the ITER Organization's standard working hours, including nights, weekends and public holidays;
 - ✓ be part of any of the Project/Construction teams and to perform other duties in support of the Project schedule.

Vacancy Advertisement

“Bringing the power of the Sun down to Earth” - would you like to be part of the challenge? Check out our recent job opportunities and apply!

- **ITER website:** <http://www.iter.org/jobs>

ITER is making regular updates of testimonials and advertisements on Social Networks to encourage and attract highly qualified profiles:

- **LinkedIn** <https://www.linkedin.com/company/iter-organization/>
- **Facebook** <https://www.facebook.com/ITEROrganization/>
- **Twitter** <https://twitter.com/iterorg>



Appendix

P. 21-24

A. ITER Working Conditions / HR Policies

B. Competitive Remuneration & Benefits

C. Comprehensive Welcome Package

D. Privileges and Immunities

A. ITER Working Conditions / HR Policies

➤ Working Conditions

- Contracts up to 5 years, with possibility of renewal under certain conditions.
- 40 Hour Work Week (flexibility on working hours can be granted to address occasional/ad hoc personal needs).
- Teleworking (under certain conditions and on an occasional basis, staff can be authorized by their line manager to telework for one day (8 hours) or half-day (4 hours) outside IO premises, mainly from home).

➤ Attractive leave package

- 24 days annual leave per year (working days).
- 2 to 6 additional days of “leave for home travel” are given by the ITER Organization per year.
- ITER Public Holidays/closure days.
- Paid sick leave, maternity leave, and special leave under certain conditions.

➤ Individual Development Policy

- Annual Performance appraisal with possibility of reward, including advancement and promotion.
- Training and Competency Development opportunities offered.

➤ Additional social benefits

- Subsidized canteen on site.
- Commuter bus services to/from a number of towns and villages around ITER site.
- A “Conciergerie” service available on the IO site to simplify daily life at work (services for dry cleaning, post, home services, administrative services, assistance to non-French speakers, etc.; services are also available for spouses).
- Access to sport and cultural activities (with preferential rates) through the Staff Association.
- On site banking services.

B. Competitive Remuneration & Benefits

- **Salary** determined by the Grade & Step in accordance with the position, the level of responsibilities and the candidate's profile:
 - Net “**Take home Salary**”: salary after application of compulsory deductions (Internal Tax and contributions to Pension Fund, Medical and Death & Disability Insurances)
 - Basic Salary revised annually in accordance with cost of living conditions
- **Family & Social Allowances** – subject to specific conditions* - currently amounting to:
 - **Household Allowance**
 - ✓ 6% of net basic salary
 - ✓ Entitlement based upon marital status and family situation
 - **Allowance for Dependent Children and Other Dependents**
 - ✓ 3 945 € net per year and per dependent
 - **Education Allowance** depending on the school level attended by the child:
 - ✓ 1 973 € net per year, per dependent child in full-time compulsory primary education
 - ✓ 3 945 € net per year, per dependent child in full-time secondary education
 - ✓ 9 864 € net per year, per dependent child in full-time higher education

** Reference January 2021 subject to amendment and relevant documents to be provided*

C. Comprehensive Welcome Package

Relocation Benefits (certain conditions apply):

➤ **Travel Expenses**

- Paid (to and from Cadarache, France) for you and your spouse and dependent children when taking up duty and upon termination of appointment.

➤ **Removal Expenses paid**

- Paid (to and from Cadarache, France) when taking up duty and upon termination of appointment.

➤ **Installation Leave: 2 days**

- Staff members can benefit from two working days of special paid leave for installation purposes on taking up appointment.

➤ **Installation Allowance**

- Up to two months' net basic salary, payable one time with first salary payment, if the contract of employment duration is two years or more.

➤ **International School Provence-Alpes-Côte d'Azur (EIPACA)**

- Support for children's registration to EIPACA. EIPACA provides a bilingual curriculum for children aged 3 - 18. The education system, from nursery school to senior high school (Baccalaureate), currently comprises six language sections (Chinese, English, German, Italian, Japanese and Spanish).
- The enrolment is subject to successfully passing language tests for the section applied to.

➤ **Tailored Relocation Services & Support for Integration into French Society**

- Administrative formalities: specific customs procedures, visas, residence permits, registration of foreign motor vehicles, etc.
- Accommodation: finding temporary or permanent housing & subscribing to utilities (water, electricity, internet, telephone, etc.).
- French language classes.
- Activities to discover French society and culture.
- ITER Welcome Office website: <http://www.itercad.org/welcome.php>

D. Privileges and Immunities

➤ International civil servant status

➤ Immunities

- Immunity from jurisdiction in the exercise of an ITER employee's functions.
- Inviolability for all official papers and documents.
- Exemption from measures restricting immigration and governing aliens' registration (for the ITER employee and his/her family).

➤ Fiscal Privileges and Rights

- Duty-free import of furniture and personal effects.
- Import or acquisition of a motor vehicle in France for personal use without payment of taxes and duties (for non-French and non-permanent residents in France).
- Salaries and emoluments paid by the ITER Organization are exempt from income tax in France.

➤ Social Security

- Exemption from all compulsory contributions to the French social security system in respect of ITER remuneration.

➤ Work for ITER Staff Family Members

- Spouse and children who came in as minors and who wish to take up gainful employment are exempt from work permits.

