

# Job Title: Deputy Director-General - Corporate IO1175

Requisition ID **6800** - 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 Corporate activities, your will provide support to the ITER Organization (IO) Director-General (DG) for taking all decisions and necessary measures to ensure successful execution of corporate activities, the implementation of related policies and their monitoring.

You will represent the organization internally and externally at a senior level, modelling the “one project – one team” spirit of the Project, overseeing strategies of the Offices/Departments for quality, safety/security, Communication, Legal, IT, Finance, Procurement, Project Management and Human Resources, 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.";
  - Managing risks to the project's scope, schedule, and cost in a quantitative, proactive manner;
  - Overseeing and guiding the implementation of appropriate Systems Engineering, Configuration Management, and Quality Assurance programs;
  - Recruiting, developing, a team of highly skilled and competent staff of various backgrounds and nationalities;
  - Ensuring that the IO's various financial obligations are satisfied in a timely manner, such as maintaining the total budget for the Construction Phase and Operations Phase, preparing and submitting future annual budget estimates to the IC, updating the ITER Project Plan and Resource Estimates, and providing accurate financial reports to the IC;
  - Promoting interaction and collaboration with national and international organizations in the field of nuclear energy, nuclear fusion, and regulation, as well as among the relevant domestic and international fusion research programs of the Members and between such programs and the IO;
  - Representing the ITER project and the IO at various high level venues;
- Ensures strategic guidance and overall coordination and monitoring of the Project baseline and controls its follow-up (schedule, cost and risks);
- Ensures the full coordination of activities for Offices/Departments for strategic matters related to Quality, Safety/Security, Communication, Legal, IT, Finance, Procurement, Project Management and Human Resources;
- Monitors, reports and prepares documentation regularly on IO's various financial obligations, such as maintaining the total budget for the Construction Phase and Operations Phase;
- Oversees procurement and provides guidelines and monitors staffing (for recruitment, mobility, retention) with highly skilled and competent IO staff and seconded, ensuring diversity, in accordance with ITER Agreement and the IO Staff Regulations;
- Establishes relationships and interacts on behalf of the DG with the Heads of Domestic Agencies (DA) and senior ITER Members' government officials in supporting the goals and interests of the ITER Project;
- Supports the DG to make suitable decisions on matters of a substantial managerial and technical nature that enable the on-time accomplishment of major construction schedule milestones within quality and nuclear safety requirements;
- May be required to work outside ITER Organization reference working hours, including nights, week-ends and public holidays.

## Measure of Effectiveness

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- Actively represents and propagates the spirit of "one project – one team" and ensures a highly collaborative approach with the DG, DA's and IO leaders in order to manage and propel the whole ITER Project forward;
- Provides solid overall leadership and steers effectively the security, quality management and corporate topics, anticipating and solving issues to ensure goals are reached within defined schedule and cost;
- Ensures strategic resource and budget planning management for the project are well defined and aligned with ITER Project goals;
- Designs suitable KPIs for standards of performance under the Corporate scope of activity;
- 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

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- **Professional Experience:**
  - Demonstrated strategic planning, scheduling and management abilities and successful experience within large Corporate Departments or Offices for complex international projects or matrix organizations.
- **Education:**
  - Master degree in business administration, engineering 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:**
  - Interacting with high level government stakeholders, including representation at the highest level with government officials, the media, academic institutions, and various regulatory agencies, etc.;
  - The management of science projects in the nuclear field and 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 complex international projects/matrix organizations;
  - Communicating strategic directions for full organization integration, and coordinating activities in English within a multi-cultural environment;
  - High-level strategic negotiations and influencing abilities with multi-national internal and external partners, including the ability and willingness to solicit and consider the varying inputs and opinions of managers, colleagues and experts, and make appropriate recommendations/tough decisions aligned with the ITER project's objectives;
  - Experience in interacting with nuclear safety regulatory authorities is also desirable;
  - Driving a project culture that underpins and maintains safe and secure working conditions and enforces the highest standard of safe, healthy, and secure work practices;
  - Knowledge of the ITER project and fusion technology would be considered a strong advantage.
- **Additional Behavioral competencies:**
  - 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;
  - Excellent communication skills particularly on policy and management matters;
  - 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.
  - Drive engagement to create a climate where people are motivated to do their best to help the organization achieve its objectives;
  - 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.

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***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.