

Job Title: Division Head, Hot Cell Facility IO3333

Requisition ID **6581** - 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: 18/09/2022

Domain: Engineering Domain

Department: Engineering Design Department

Division: Hot Cell Facility Division

Job Family: Line Management and Group Leaders

Job Role: Head of Division

Job Grade: D1

Language requirements: Fluent in English (written & spoken)

Contract duration: Up to 5 years

Purpose

As the Head of Hot Cell Facility Division, you will be responsible for managing the Section Leaders and Staff to ensure a high degree of motivation, define personal development plans, resolve conflicts, identify resource needs and to instill trust and common behavior among the staff. As Head of Division the role includes the key function of the management of the construction design of the ITER Hot Cell Facility, including the design and integration of all the associated Remote Handling systems, Radwaste processing and Personnel Access Control building.

You will also serve as the Hot Cell Project Team Leader, and you will manage the ITER Hot Cell Facility (HCF) Project. You will assure integration between the activities of design and engineering from ITER Organization (IO) and the European Domestic Agency (F4E) (including Nuclear Safety) and to be in charge of the successful execution of the project including but not limited to completing the design phase and associated procurements, selection of required technologies for waste management and decontamination processes. You will develop and propose, with IO and F4E colleagues, the optimum procurement and implementation plan for the HCF. You will implement the plan in accordance with the strategy decided by the IO Director General in support of the Engineering Domain Head.

You will validate the required R&D for specific waste management process and decommissioning strategy at the proper time. Through close collaboration with the IO, this role shall ensure the resources and availability for the HCF design, procurement, assembly, installation and commissioning as well as the

proper integration among civil structures design and erection as well as plant design and installation up to commissioning. The role include the budgetary and schedule responsibilities associated with the Hot Cell Project.

Background: The ITER HCF supports the operation, maintenance, and decontamination of the ITER Tokamak Machine during Operation, as well as assuring radwaste processing and interim storage facility during ITER plant life.

Major Duties, Roles & Responsibilities

- Develops and monitors an optimum procurement and implementation plan for the HCF in compliance with the defined strategy and requirements;
- Ensures an effective collaboration with the Domestic Agencies so as to manage efficiently all interfaces with other systems/components that are procured by them;
- Provides effective leadership for the Division ensuring that team members are motivated and constantly developing their skills and experience and supports the Head of the Engineering Design Department in all matters related to the Hot Cell Facility Project
- Is responsible for staffing and selecting skilled people according to the Division's scope and for defining a training plan for each member of the Division;
- Provides leadership in safety, upholding the safety culture at all levels;
- Coordinates and collaborates with the Section Leaders and Staff members to complete the design and integration of the equipment and facilities, ensuring that structural/hydraulic/mechanical/nuclear calculations are performed on time and within budget;
- Ensures that functional requirements for each Tokamak Remote Handling, Hot Cell, Radwaste and Plant System are specified and documented, and that functional requirements meet user needs;
- Presents and reports on Hot Cell Facility Project issues and progress to the Hot Cell Project Team Steering Board chaired by the IO Director General;
- Manages and coordinates the HCF Project in cooperation with all Safety Responsible Officers (SRO) and Responsible Officers (RO) involved, ensuring future Tokamak maintenance and radwaste requirements of the ITER Project are satisfied;
- Develops and assures satisfaction of time schedule and budget in terms of commitments and payments for the HCF Activities;
- Supervises the preparation of technical specifications for calls for tender, and follows-up on progress of technical aspects;
- Assures contracts implementation respecting commitments and milestones achievements in the frame of planned production at cost; for engineering / procurement and installation activities;
- Collaborates with SRO/RO to ensure definition of the technical, functional and safety requirements and the proper definition of interfaces between buildings, services, and systems;
- Confirms the definition of functional and safety requirements of buildings, services, facility integration and processes to be frozen before the activation of the design phase of the HCF, as well as related interfaces;
- Assures the implementation of the technical specifications, and the pre-conceptual design phase for the following phases of design, construction and commissioning;
- Assures the implementation of engineering and design activities together with contract(s), within the agreed delivery schedule of the Hot Cell Facility for the Pre-Fusion Power Operation;
- Represents the HCF Division in meetings with IO, F4E, suppliers and other Industrial Partners;
- Produces reports as required to the IO/F4E project control;
- Assures Quality Assurance Plan implementation as well as achievements of all nuclear safety objectives;
- Leads, engages and motivates the Project Team and Division Staff to deliver on time, quality work product;
- Advances the design, procurement and work schedule as much as possible;
- May be required to work outside ITER Organization reference working hours, including nights, week-ends and public holidays.

Measure of Effectiveness

- Effective communication with the Section Leaders and staff to foster a collaborative and productive behavior and working environment;
- Hot Cell Facility design and procurement meet safety, quality, design, schedule and cost requirements and standards;
- Documents, reports, and data management are produced and maintained up to date within defined timelines;
- All interfaces are well defined and managed of high quality, in particular with DAs;
- Installation plans are developed and approved within the defined schedule and cost;
- Successful collaboration with the integrated project team.

Experience & Profile

- **Professional Experience:**
 - At least 15 years' experience in supervising design, engineering, procurement, and plant installation activities in large complex international nuclear environment(s).
- **Education:**
 - Master's degree or equivalent in Mechanical or Nuclear Engineering or equivalent engineering discipline;
 - A doctorate in a relevant field and/or Project Manager Certification would be considered as an advantage;
 - 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:**
 - Interface management: collaborating with technical, operational and contractual interfaces and proactively reaching resolution of issues to ensure effective communications with all stakeholders;
 - Managing teams with multiple stakeholders and providing effective leadership and supervising a multinational team; motivating and developing staffs' competencies;
 - Project control and reporting: measuring progress of project work, managing risks, and reporting;
 - Specific to internationally recognized standards applicable to the Nuclear Buildings Industry such as ISO 9001:2015 or GS-R-3;
 - Project management including complex and high value contracts (planning/measuring progress of project work, managing risks – in particular linked to safety and costs): Identifying issues and delays in projects, development of recovery plans and cost, scope and schedule negotiations with international stakeholders;
 - Quality Assurance and Quality Control management and implementation;
 - Anticipating and/or identifying and solving issues, technical challenges, and risks in complex projects, and taking corrective action within scope of responsibility;
 - Nuclear safety standards, environment and experience in hot cell projects is an advantage;
 - Civil works, services, remote handling and overall hot cell / waste management Facility equipment is an advantage.
- **Behavioral Competencies:**
 - Collaborates: Ability to facilitate dialogue with a wide variety of contributors and stakeholders;
 - Communicates Effectively: Ability to adjust communication content and style to deliver messages to work effectively in a multi-cultural environment;
 - Drives results: Ability to persist in the face of challenges to meet deadlines with high standards;

- Manages Complexity: Ability to analyze multiple and diverse sources of information to define problems accurately before moving to solutions;
 - Instills trust: Ability to model high standards of team mindset, trust, excellence, loyalty and integrity.
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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.