

過去問題集：P3～P4 グレード職

注意：下記の問題は、あくまでも過去の例です。面接でどのような質問が出るかをイメージしていただくために作成されました。実際の面接に下記と同じ質問がされない場合がありますので、ご了承ください。

例 1 CST-034 In-Kind Assembly Tool Engineer (P4)

1. Please give an overview of your main professional achievements and why they qualify you for this position?
2. Do you have experience in participating in the design and manufacturing process of assembly tools for a large machine, such as the tokamak?
3. What commercial tools are required for assembly, and what points should be considered when procuring commercial tools for assembly and installation? If technical specifications are required, what are its main contents?
4. In terms of quality control in assembly tools, what points should be the highest priority and what is your strategy to minimize risk of failure for quality control?
5. What kind of important issues are there between tools and components, and how to check and resolve these issues?
6. What are the codes and standards for procurement and operation in assembly tools?
7. What difficulties do you expect to encounter during assembly work on the tokamak machine and how would you overcome them? Can you give a specific example?
8. If you are selected for this position, you will have to effectively collaborate with KODA and other PBS officers for the tokamak. What are the roles and responsibilities of the IO-CT, and what is your strategy for maximizing ...???
9. Schedule management: please give an example from your own experience, when you had to take an important technical decision under pressure (deadline & schedule). For example, you had no time but had to make a decision, and what was the outcome?
10. If you are selected, you will be working in a multicultural environment with external and internal staff and colleagues. Can you give an example of when you worked closely with people from different backgrounds, experiences, and cultures? Describe the difficulties you encountered and how you addressed them.
11. Questions for us?

例 2 TED-063 Plasma Wall Diagnostician (P3)

1. Describe your qualifications and professional experience and how these qualify you for the position.
2. Identify key issues for making ITER diagnostics a success (from the point-of-view of the

position applied for).

3. Regarding control of a fusion device – rank the top 3 most important plasma-edge diagnostics for control purposes, and your reasons why.
4. How would you select and install a mineral-insulated (MI) cable that we might use on ITER, and in terms of vacuum (UHP)? Do you think you would have a problem with the sealing in terms of vacuum integrity?
5. Describe at least 2 methods to measure the tritium content on a component inside a fusion device without removing the component (any system or tool you can think of).
6. Regarding laser systems – What are the operation procedures and design features you would have to consider to make it safe?
7. In measuring the pressure in the divertor of ITER – How would you compensate for the varying electromagnetic and thermal environment in a pressure gauge? How would they affect the measurements?
8. Laser welding system – How would you cost this system? What are the main cost drivers and cost uncertainty?
9. If you are chosen for this position, what can you bring to the project that others might not bring?
10. Questions?

例 3 TED-074 Magnet Structures Engineer (P4)

1. Please take 3-4 minutes to introduce yourself (background and experience, your strengths and why you should be chosen for this position).
2. Explain briefly the configuration of the ITER magnets, what are the components and functions of the magnets? What other coils do we have besides the TFC?
3. Why are helium leaks so important for the cryogenic components and what can we do to avoid them?
4. If one of the suppliers reports a mistake during the manufacturing of an ITER component, how would you address this issue?
5. Explain what design and manufacturing codes and standards can be applied to the ITER coils.
6. If one of the suppliers reports a schedule slip, how would you address this issue?
7. Describe what main components of the high voltage system are applied to the ITER coils?
8. What are typical mechanical design problems of superconducting coils?
9. Give an example of a relevant technical decision you had to make under pressure.
10. Have you ever worked with someone of the different nationality than that of your own?

例 4 CST-051 Sector Sub-Assembly Engineer (P4)

インタビュアー：4人

- ① Please describe your qualifications and experience which makes you suitable for this job position.
- ② From the point of view of this position, identify the key issues for making the ITER project a success.
- ③ Explain how you will plan the lifting and maneuvering of the heavy components.
- ④ Please define the required final factory acceptance tests on tools and what they include. Also explain a possible way to gain a ce-marking on the tools.
- ⑤ How would you propose to provide accuracy (measurements) of tools, and how to verify them?
- ⑥ What are the main lessons you have learned in your experience of writing technical specifications and managing contracts?
- ⑦ Two-part question: What do you consider as important points when planning an installation process? Secondly, what is your experience of writing work instructions, and what are the main contents of manufacturing inspection plans?
- ⑧ Describe the major risks that could occur during assembly activities in a crowded environment.
- ⑨ Management of team: How would you maintain the motivation of your team?
- ⑩ What is your experience working with plasma-facing components, especially beryllium, and how would you ensure the safety of these components, as well as the alignment of PFC in a large tokamak?
- ⑪ Describe from your experience a time when you had to manage a challenging negotiation in your work.
- ⑫ If selected for this position, what can you bring to the project that others may not?

例 5 CST-077 Assembly Metrology Engineer (P3)

1. Could you please describe your qualification and professional experiences and explain why your experiences qualify you for this applied post? (4 min)
2. Could you explain what they key element is to lead the ITER project to success in terms of technology? (1 min 15)
3. Please describe your experience working with industry for the dimensional control of manufactured components and assembly. (2 min)
4. Could you explain your recent experience on the implementation of metrology solutions on these kids of complex components and systems? (3 min 30)
5. Considering your understanding of the complexity of ITER, explain what are the relevant experiences you have working on similar large scientific projects in comparison to the metrology tasks which you are applying for. (2 min 20)

6. Could you please explain what a survey network is, why survey networks are important for ITER, and what your specific experience is with their design and utilization? (2 min 30)
7. Please describe your level of competence with Spatial Analyzer, Polyworks, or similar products for functions such as data capture, analysis, reverse engineering, etc. (1 min 20)
8. What metrology instruments are you familiar with? (1 min)
9. Can you please describe your full process and actions when facing a challenging problem with high standards? (1 min)
10. Could you tell us about a time when communicating content with people that were different from you especially in multicultural context? What barriers did you need to address and how did you overcome them? (1 min 50)

例 6 FPD-036 Procurement Responsible Officer (P4)

1. Please describe your qualifications and professional experience and explain why you think you're qualified for this position. (3 min 55)
2. Please identify the key success factors in placing a contract. What makes a contract a good contract vs. a potentially bad one? How do you ensure when the contract is made that it has good conditions? (1 min)
3. For public procurement, what are the key values/principles that you would like to adhere to or have others adhere to? (35 sec)
4. Assume that you are placing a contract. In which context would you recommend a firm price contract? What are the alternative options?
 (ア) What are the pros and cons of each option?
 (イ) In what situation would you prefer to go for a lump sum contract? (1 min 45 sec)
5. Based on your knowledge/experience, what are the main key award criteria for scientific projects? How do these criteria compare to other industries or sectors? [Basis for selecting a vendor?] (~2 min / N/A)
6. Have you contributed to a FIDIC contract? If yes, to what value? What are the advantages of FIDIC contracts? Are you in favor or not? (N/A)
7. What solution would you propose to deal with time pressure when placing a contract? (22 sec)
8. When trying to find solutions while working under time pressure, what things do you think are non-negotiable? (40 sec)
9. Could you tell us when working with colleagues and stakeholders of different cultures/backgrounds, what are they key aspects to be considered in order to be successful in the function of procurement? (55 sec)

例 7 CIO-112 Design Integration Configuration Manager (P4)

参加者5名：

Design & Construction Integration Division DCIN Head

Design Integration Section DINS Section Leader

System Integration Section SIS Section Leader

Tokamak Construction Dept

Human Resources Recruitment

- (1) 自己紹介、経歴、この職務に対するクオリフィケーションについて
- (2) ITERプロジェクトについて知っていることは何か？
- (3) Design Integration Configurationに関する経験
- (4) 原子力プロジェクトの品質管理で重要なこと
- (5) どのような法令、規格基準の経験があるか
- (6) 原子力施設に共通的にTransverseで必要なことは何か？
- (7) この職務で予想される困難なこと、key challenge, 対応策は何か
- (8) PLMの経験について
- (9) プロジェクトマネジメントDOORSの経験
- (10) 優先順位の決め方（HR）
- (11) インターナショナルな環境で働くことの経験、大切なこと（HR）
- (12) あなた側からの質問はありますか

例 8 TED-080 & 173 Nuclear Engineer – Pressure Equipment (P3)

① Internal Components Division INC Head

② Tritium Breeding Blanket Systems Section TBB Section Leader

③ Construction Department CST

④ External Contractor (HR) Talent & Competencies Development Section

(1) 自己紹介、経歴、この職務に対するクオリフィケーションについて

(2) TBS(Test Blanket System)について知っていることは何か？

(3) 原子力関連の圧力容器の設計に関する経験

(4) 圧力容器のプレアセンブリ、サイト据付けの経験はあるか

(5) この職務を通じてITERプロジェクトの成功のカギとなること、またチャレンジングなことは何だと思うか？

(6) Manufacturing Readiness Reviews and Delivery Readiness Reviewsの経験、Quality Planの経験

(7) 圧力容器の調達の経験はあるか、どのようなドキュメントの作成経験があるか？

- (8) 建設にあたり重要なドキュメントは何か？
(もう少し品質管理よりの図書を期待されていたような反応に見えました。)
- (9) 調達先のモニタリングをした経験はあるか？どのようにしていたか？
- (10) フランスの法令に基づく許認可の経験があるか？
- (11) 期限に迫られて仕事した経験、その際、どのようにチームマネジメントをしたか？ (HR)
- (12) インターナショナルな環境で働くことの経験、大切なこと (HR)
- (13) あなた側からの質問はありますか？

例 9 TCWS-044 / FPD-013 / FPD-020 Procurement Officer (P2/P3)

感想

今までに ITER の面接を受けられた方の感想や過去の質問集などから技術的な質問が多いであろうことはある程度想定しておりましたが、通常なら筆記試験で問われるような内容の質問が多かったと感じました。

面接の案内の中で **Competency Based Interview** との記載がありますが、一般的に国際機関で行われている **Competency Based Interview** とは上述の点において、大きく異なるので、**Competency Based Interview** と想定して準備をすべきではなかったと思いました。

質問

1. Please introduce yourself elaborating what kind of procurement you have experienced.
2. Please explain why you consider yourself fit for the position.
3. How do you manage contacts in relation to the ITER project?
4. What are the main KPIs in procurement of spare parts?
5. How do you develop procurement plans?
6. In procurement function, we need to work together with stakeholders who have various backgrounds. How do you work together with these stakeholders?
7. How do you establish relationships with suppliers?
8. Which level of suppliers' representatives have you contacted and negotiated with?
9. Procurement officers face criticisms from technical officers on daily basis. How do you deal with them?
10. You mentioned that you have joined discussions to develop new financial regulations and rules in your CV. Please elaborate on it.
11. You have a position at an international organization and the salary level is similar to this position. What is your motivation to apply for this position in ITER?
12. What you have done in previous jobs are quite similar to what is required in this position. On the other hand, what do you think is different from your previous experiences?

13. You are taking an MBA course in the UK. Do you think you can manage full time job while you are studying?

例 10 TED-220 Superconductor Engineer (P4)

- ・ 3 名の方と HR の方が 1 名参加でした。
- ・ 自己紹介は 2～3 分でと言われたので、かなり端折ってしまいました。すべての質問で答えることのできる時間が短く感じました。本当はもう少し話したいのですが、これは、インタビューの形式上仕方がなさそうです。

- ・ チェアーの方からの質問は、意図が良く分かり、反応しやすかったです。
- ・ 日本人の方が 1 名いらっしゃったのですが、質問が分かりづらかったです。日本人独特の言い回しで、英語の問題ではなく、質問の内容が良く分からなかったです。聞き返したところ、チェアーの方が分かりやすい質問に言い換えてくださいました。
- ・ 超電導やマグネットの話はほとんどなく、どうやって問題を起こさずに組み立てるか、という話がメインでした。事前に ITER のマグネットについては予習していたのですが、内部関係者くらいでないといこれほどの規模のマグネット組み立てはどうすればよいか普段から検討していないと思います。
- ・ HR の方からは integrate できるかというような質問が来ましたが、私の経歴を見てもわかるように、全く問題なくすぐに integrate できると答えました。HR のひとは納得した表情でした。いずれにせよこの質問はあまりクリティカルではなかったと思います。

ほかの方へのアドバイスとしては、

- ・ 良く分からない質問をされるだろうから、何を聞きたいのか聞きかえすことです。当然皆さんそうされると思いますが。
- ・ 応募するポジションが本当に自分に適しているか、可能であれば内部の人間から情報を得ることです。私はこれができておらず、超電導マグネット屋として臨みましたが、実際は組み立て屋が求められていた気がします。

例 11 CIO-030 Nuclear Building Area Manager (P4)

1. Please describe your educational and professional background and why do you think you are qualified for this position specifically? (3-5 minutes)
2. What are the risks in the construction of complexity in ITER project? Please imagine and explain.
3. What was your most challenging design experience to meet the schedule deadline? And how you deal with it.
4. Please explain your experience of construction for piping and conduit. Please explain

your experience in using CAD system.

5. Please explain the difference in the design between nuclear component and non-nuclear component in the design.
6. Please explain the difference for the risks in the accident between Fusion Reactor and nuclear power? And please explain the key design feature for safety protection in the nuclear power plant.
7. What do you think the most important thing working in the environment of different cultural background? In your experience in managing the people of various backgrounds, what type of orientation you brought and how you motivated them?
8. What is the difference between basic design and detail design specifically in ITER project?
9. What do you want to implement in the assembly phase of ITER project?
10. From your experience, how did you manage various stakeholders or various companies having different opinion inside or outside of the organization?
11. Please explain the configuration control and as built design.
12. If serious schedule delay occurs in your responsible area, how do you report to your boss? And how do you accelerate or recover the schedule delay?
13. Do you have any questions for us? (1-2 questions)

例 12 IO0934&IO0987 Legal Officer (P2/P3)

1. Please describe what you understand are the key points of this position and how you are qualified for those key points.
2. Please tell us what you think about ITER's governance.
3. Please explain what you understand about the jurisprudence of ITER?
4. Please explain how you deal with legal matters when you fire someone who does not have an EU nationality.
5. Please describe your experience in insurances.
6. What kind of insurance do you choose when you procure for a construction project?
7. Have you dealt with physical insurance?
8. Have you drafted internal policies to assess contract risks?
9. How did you manage when you faced a priority conflict with other people who have different cultural backgrounds?
10. How do you prioritize when you receive a number of requests within a tight time frame?

例 13 IO0943 Category Manager (P3)

- あなたが ITER について知っている事を述べてください。

- サプライヤマネジメントをステークホルダーマネジメントの観点から事例をまじえて説明してください。
- 新規サプライヤ開拓をどのようにして行いましたか。過去の実例を用いて説明してください。
- ITERに採用された場合カテゴリ戦略をどのように立案しますか。

なお、面接の後に筆記試験がありました。試験問題が送られてきて、1時間以内に回答して返送せよというものでした。

感想としましては；

- 用意していなかった「ITERについて知っている事を述べよ」という第一問に出鼻をくじかれてしまいました。
- 「志望動機」や「どのようにしてITERに貢献できますか」といった質問を想定していましたが、そのような質問はありませんでした。
- とにかく過去の職務経験からの具体的な事例、実例をしつこく求められました。明らかにその道の専門家を求めているので、あまり経験のない領域ながら挑戦してみたいという答えは通用しないと思いました。