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JOB DETAIL

Ref. IO1884 - 8/14/2017

ITER Academy Project Manager PCO-028

Main job Generalist**Department** PCO/ Project Control Office**Job Family** Functional Officer - 2**Application Deadline
(MM/DD/YYYY)** 09/10/2017**Grade** P3**Direct employment** Not required

Purpose To establish and run an ITER Academy for the enhancement of Project Control (PC) competencies for the staff of the ITER Organization (IO) with the ultimate goal to enhance the Project Control (PC) culture among all contributors to the ITER Project;
To explore possibilities for expansion of the ITER Academy for ITER Domestic Agencies (DAs), together called Project Execution Entities (PEEs), as well as other competencies required to successfully support the ITER Project Management (IPM).

(1) For topics related to PC at the IO, the jobholder develops solutions:

- to significantly enhance the PC culture among the staff of the IO;
- to significantly enhance PC competencies among the staff of the IO.

(2) For topics related to IPM, the jobholder liaises with their counterparts in other IO departments than PCO (Project Control Office) as well as within the DAs to develop solutions:

- to significantly enhance a systems engineering-, cost-conscious, safety-, quality-, and on-time delivery-oriented culture among ITER staff;
- to significantly enhance IPM competencies among ITER staff.

Main duties / Responsibilities For (1) and (2), the jobholder is responsible for the setting-up and successful implementation of an ITER Academy at IO, in close liaison with the IO's Human Resources Department (HRD) as well as through the application of professional Change Management principles. The jobholder would then be responsible for the possible expansion of the Academy to PEE organizations (with the help of the Communication Departments, among other). The implementation of the ITER Academy includes:

a PC/IPM competence model defining the required competence areas in terms of behaviors, skills and experiences as a contribution to the overall competence model developed by HRD;
the identification of the target audience to be trained by competence area;
the identification and implementation, together with HRD, of the most adequate, cost efficient and pragmatic learning solution(s) for each competence area;
the conceptualization, development, implementation and contract monitoring of dedicated learning solutions, supported by internal staff and/or external service providers;
an ITER Learning Course Book, suggesting adequate learning solutions depending on an individual's dedicated needs;
an ITER Certification Scheme through which PEE staff can demonstrate their competencies in the areas of PC/IPM;
an ITER Academy Change Control Board, managing changes to the content of the learning solutions.
Other:

Performs other duties in support of the project schedule;
May be requested to be part of any of the project/construction teams and to perform other duties, such as acting as a Project Control Manager or Project Manager inside or outside of the PCO;
Maintains a strong commitment to the implementation and perpetuation of the ITER Safety Program, values and ethics.

Measures of effectiveness Reports to the Head of the ITER Project Control Office;
Liaises very closely with the Human Resources Department and all relevant units involved in the setting-up of the ITER Academy and associated mindset Change Management;
Liaises very closely with all PEEs interested to joining the establishment of the ITER Academy.

My space



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My job alert

Develops an adequate, high quality standards and cost-efficient ITER Academy and its constituting elements;
Gets the overall concept of the ITER Academy agreed among all relevant stakeholders;
Manages service contracts providing services to the creation of learning solutions to time, cost, quality;
Develops dedicated learning solutions for each identified competence area within the defined cost and schedule;
Ensures priorities for targeted audience going through the applicable learning solutions;
Provides regular and accurate reports on the progress of the ITER Academy.

ID SAP: 50003608
Project Construction Phase

Level of study	Master or equivalent degree
Diploma	Business Administration or related disciplines
Level of experience	At least 8 years
Technical experience/knowledge	<p>At least 8 years of experience in a project environment related to the management of complex technical product or infrastructure developments, preferably in nuclear or large engineering projects or equivalent engineering fields for a large construction facility;</p> <p>At least 3 years of experience in the management of competencies' development related to project control is an advantage;</p> <p>A professional certification in project management (PMP or similar) would be an advantage.</p> <p>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;</p> <p>Experience in applying (mindset) Change Management techniques;</p> <p>Demonstrated experience in the successful interaction with high level stakeholders in the scientific/technical international environment;</p> <p>Experience in promoting PC/IPM culture within a large international project.</p>
Social skills	<p>Ability to work effectively in a multi-cultural environment</p> <p>Ability to work in a team and to promote team spirit</p>
Specific skills	MS Office standard (Word, Excel, PowerPoint, Outlook)
General skills	<p>Ability to negotiate, influence and convince internal and external stakeholders;</p> <p>Objective driven attitude with quality, cost and schedule consciousness;</p> <p>Be creative and capable of thinking out of the box;</p> <p>Ability to observe carefully, make a root cause analysis and resolve issues thereafter.</p>
Others	<p>Understanding of the knowledge frameworks provided by e.g. PMI, INCOSE is required;</p> <p>Knowledge of nuclear plant design, construction / installation processes and commissioning approach in Nuclear Power Plants and safety regulatory procedures would be an advantage;</p> <p>Some experience with e-learning tools desirable.</p>
Languages	English (Fluent)

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