

# Job Title: Head of Safety and Quality Department IO0007

Req ID 1921 - Posted 02/09/2020 - (France, 13067 St Paul Lez Durance Cedex) - **Safety and Security - 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:** 01/11/2020

**Domain:** Director-General

**Department:** Safety & Quality

**Job Family:** Line Management

**Job Role:** Director of Department

**Job Grade:** D1

**Language requirements:** Fluent in English (written & spoken)

**Contract duration:** Up to 5 years

## Purpose

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Safety (nuclear safety, radiation safety, occupational health and safety, security) and quality management are of the highest priority for the ITER Program. Under the supervision of the Director- General as Nuclear operator, the Safety and Quality Department (SQD) is in charge to define the strategy and policy of the ITER Organization (IO) in these domains in compliance with:

1. Article 14 of the ITER Agreement  
([https://www.iter.org/doc/www/content/com/Lists/WebText\\_2014/Attachments/245/ITERAgreement.pdf](https://www.iter.org/doc/www/content/com/Lists/WebText_2014/Attachments/245/ITERAgreement.pdf)) states: “*The ITER Organization shall observe applicable national laws and regulations of the Host State in the fields of public and occupational health and safety, nuclear safety, radiation protection, licensing, nuclear substances, environmental protection and protection from acts of malevolence*”, and
2. Integrated Management System through the Management & Quality Program (MQP), throughout all lifetime phases of IO’s installations including: design, construction (with manufacturing and assembly of structures systems and components), commissioning, operation, dismantling and release from regulatory control.

As a Safety and Quality Department (SQD) Head, you will lead and manage SQD directly attached to the Director-General (DG) to support the DG and to facilitate and ensure the ITER Organization’s (IO) and relevant stakeholders’ compliance with the ITER Safety and Quality policy, maintaining close and trustful collaboration with all other ITER Organization (IO) units and Domestic Agencies (DA) with a view to developing and promoting a common safety, security and quality culture.

You will be responsible for providing leadership and leading the Divisions/Sections/Groups under your supervision with the objectives of strict respect of the Overall Project Cost (OPC) and Overall Project Schedule (OPS).

### **Major Duties/Roles & Responsibilities**

#### **To develop the strategy for Safety and Quality to be proposed the Director-General, in close collaboration with the Office of the Director-General:**

- Supports the DG in all matters related to public and occupational health and safety, nuclear safety, radiation protection, licensing, nuclear substances, environmental protection and protection from acts of malevolence (hereafter “safety and security”);
- Maintains independent radiation and nuclear safety control, including safety inspection and surveillance, as established in the French regulations for nuclear facilities;
- Acts as the interface between the IO and local, national (for example French “Autorité de Sûreté Nucléaire”) and international agencies and authorities with respect to safety and security standards;
- Oversees safety and security compliance with regard to regulatory requirements, collaborating with relevant IO units on configuration control, data protection, Quality Assurance, Assessment aspects and Legal Affairs, in particular when Protection Important Activities (PIAs) and/or Components (PICs) are concerned;
- Develops and maintains all necessary safety programs with the other IO and DAs qualified stakeholders (ALARA program, Hazard Identification and Risk Assessment (HIRA), oxygen deficiency hazards, electrical safety, etc.);
- Maintains an emergency management system;
- Facilitates interfaces amongst IO and DA departments with respect to the implementation of safety and security relevant matters;
- Ensures ITER radiation and nuclear safety documents are up to date for their dissemination, throughout the IO and DAs, of the ITER safety and security reference framework, including exchanges with regulatory authorities;
- Prepares, conducts and follows up on regulatory inspections in close collaboration with the IO and DA technical units;
- Ensures the proper developments and implementation of occupational health and safety procedures, and maintains related documentation;
- Liaises with the Occupational Doctor and oversees the IO on risks and work authorizations, including relevant documentation,
- Oversees systematic and mandatory safety induction trainings material and sessions to all the newcomers and periodic safety training as required to all IO staff and throughout the ITER Project;
- Oversees and controls the implementation of radiation safety and Beryllium related reference documents and requirements throughout all phases of the ITER facility’s life span, in compliance with French regulations and other requirements stipulated by relevant French authorities;

#### **To lead the Management & Quality Program:**

- Ensures that processes are established, implemented and maintained, including Management System Audits;
- Defines management rules as MQP documents, quality requirements and their implementation under the scope of the line management and Manages the MQP documentation;
- Ensures that IO procurement documentation and the DAs’ Quality Program is aligned with the IO’s Quality Program;
- Supervises quality control activities to ensure the compliance of the products and activities with Quality Requirements;
- Assesses quality-related activities during all phases of the ITER Project ;
- Keeps the DG, Domain Heads and other Department/Office Heads informed on the performance of the quality management system, and any need for improvement;
- Performs Quality Assessment Audits in the DAs, DA suppliers and direct suppliers to the IO;
- Centralizes audit findings identified during audits and follows up on the resolution of non-conformances (NC) or opportunity for improvement (OFI);
- Monitors the Non-Conformity Report (NCR) process and tool, analyses and reports on NCR implementation status;

- Oversees systematic and mandatory quality induction trainings material and sessions to all the newcomers and periodic safety training as required to all IO staff and throughout the ITER Project;
- Manages the Management and Quality Program Working Group (MQPWG) and supports MQP Control Board (MQPCB) and Executive Project Board (EPB) by providing inputs for improvements in process management;
- Contributes in the Safety and Quality Assurance Working Group (SQAWG) as a member;
- May be requested to support any of the project/construction teams and to perform other duties upon the DGs' request in support of the project;
- May be required to work outside ITER Organization reference working hours, including nights, week-ends and public holidays.

Note: 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.

## Measure of Effectiveness

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- Contributes efficiently to achieve the ITER Project's objectives, wherever SQD has any stake; a current major milestone is to perform a First Plasma by end of 2025;
- Ensures for the ITER Project, full compliance with the all safety regulations, including obtaining all approval/releasing related to licensing in line with our Baseline schedule toward First Plasma 2025;
- Achieves high level quality management on both onsite assembly & installation activities, as well as DAs' in-kind procurement activities;
- Develops regular and trustful relationships with all stakeholders;
- Monitors Key Performance Indicators for the Department;
- Produces and approves high level quality standard reports and documents for the Department;
- Ensures a proper dissemination of Safety and Quality culture, via an action plan including training for newcomers, IO staff and propagation of up to date documentation.

## Experience & Profile

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- **Professional Experience:**
  - At least 20 years' experience as Quality and/or Safety Director managing the development and implementation of quality and/or safety programs within a highly regulated environment for a complex technical or scientific project(s); experience in a nuclear project will be an advantage;
  - At least at least 10 years' leadership experience of multicultural teams in the role/job function of Management;
  - Ability to obtain and maintain a French security clearance on a justified need-to-know basis is required.
- **Education:**
  - Master degree or equivalent in the nuclear safety & security field, quality management field, engineering field or other relevant discipline;
  - Knowledge of Host State's regulations on nuclear safety and protection against acts of malevolence is highly required;
  - 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);
  - Good working knowledge of spoken and written French would be an advantage in order to have direct interaction with the French Nuclear Authority and related documentation.
- **Technical Competencies and demonstrated experience in:**
  - Team management, providing leadership, motivating and ensuring development of competencies;
  - Leading multi-disciplinary international teams and interacting with high level stakeholders, host authority and experts in different safety disciplines;

- Implementing nuclear safety, radiation protection, pressurized equipment, health, safety and security protection (for people & environment) rules and regulations;
- Implementing safety and quality programs in a large construction project related to nuclear/fusion and excellent familiarity through operation of a facility;
- International and/or Host regulatory quality assurance program, nuclear safety regulations, codes and standards.
- **Behavioral Competencies:**
  - Collaborate: Exemplifies collaborative leadership by inviting a wide variety of perspectives to the discussion, creating a climate where people communicate fearlessly, building a culture of collaboration across organizational boundaries ;
  - Communicate Effectively: Ability to negotiate, influence stakeholders, adjust communication content and style to deliver messages to work effectively in a multi-cultural environment;
  - Drive results: Ability to eliminate obstacle that affect organizational performance impacting on business performance and driving the organization to achieve results;
  - Manage Complexity: Ability to analyze multiple and diverse sources of information to anticipate or when necessary analyze problems accurately before moving to proposals;
  - Instill trust: Ability to apply high standards of team mindset, trust, excellence, loyalty and integrity, acting in the best interests of others and the organization.

***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.