

Job Title: Tokamak Complex Division Head IO0077

Requisition ID **4460** - 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: 29/09/2021

Domain: Construction

Department: Machine Construction

Division: Tokamak Complex

Job Family: Line Management & Group Leaders

Job Role: Head of Division

Job Grade: D1

Language requirements: Fluent in English (written & spoken)

Contract duration: Up to 5 years

Purpose

To lead and manage the Tokamak Complex Division (TCD) within the Machine Construction Department (MCD) of the Construction Domain (CNST) of the ITER Organization to achieve the ITER Project's objectives, in the first place achieve the First Plasma as agreed with the Revised Construction schedule, with the Assembly and Installation of the components and systems of the ITER Tokamak Complex, ensuring the most efficient use of the allocated resources within the agreed time schedule and cost.

Background

As Head of the Division, to lead, plan, manage and execute the main mechanical and electrical installation works on the ITER work site for the Tokamak Complex Installation, on specifications (safety and quality requirements included), cost and schedule, up to commissioning readiness, to meet the ITER Project objectives.

The Division runs a dedicated action for the Tokamak Complex integration, constructability and the common assembly sequence. The installation works are carried out through the main Tokamak Complex installation contracts. They include in particular the Tokamak cooling water system and the Vacuum system closely interrelated with the Tokamak Machine.

To work in close collaboration with the other entities of the MCD and the CNST. To deliver the Division's missions efficiently in a close relationship with the other IO stakeholders and the Domestic Agencies.

The Head of Division reports to the Head of MCD.

Key Duties, Scope, and Level of Accountability

- Prepares and implements strategies and plans for efficient Construction management and associated process systems in Worksite Two (primarily the Tokamak Complex) including, implementation of processes, procedures and tools;

- Maintains the Technical and Performance Baseline for the Construction of the Worksite Two systems (scope, schedule, costs, quality and risk management), in collaboration with the Central Integration Office (CIO) and the Project Control Office (PCO) and report systematically to the Department Head;
- Executes and manages the Division scope and Installation sequence within the safety, technical, schedule, quality and cost performance, under the allocated budget;
- Directly manages the Section Leaders and other line management staff within the Division including the performance reviews and associated promotion and awards assessments;
- Is responsible for preparing and implementing the budgets for the Division in collaboration with other ITER stakeholders;
- Is responsible for preparing and implementing staffing plans for the Division within the restraints imposed by the overall ITER Staffing cap in collaboration with other ITER Stakeholders;
- Manages in conjunction with the management team the overall activities and staff of the Division (recruitment, renewal, leave, budget, ...);
- Is responsible for the technical implementation of the Tokamak Complex installation contracts and implements and executes the supervision of these contracts; works closely with other stakeholders within MCD and the wider ITER Organization to ensure the contractual implementation of these contracts;
- Implements Risk reduction and Opportunities; defines and implements optimization, as well as needed recovery, mitigation or acceleration;
- Ensures that the Tokamak Complex Construction Works are carried out in accordance with the ITER Nuclear Safety Standard and the Environment & Health Policy and the Management and Quality Program (MQP) requirements;
- Implements technical control of the Protection Important Activities carried out within the Division, as well as their propagation to the related supply chain;
- Builds and maintains relationship with the Central-Team, the Domestic Agencies (DAs) and the major external stakeholders in compliance with the strategy defined by the ITER Organization and cascaded by CNST;
- Ensures that Division managers and team members are motivated; constantly develops their skills and experience through close staff collaboration;
- May be requested to be part of any of the project/construction teams and transversal actions, and to perform other duties in support of the Project;
- May be required to work outside ITER Organization reference working hours, including nights, week-ends and public holidays.

Note: At later phases, may be requested to work in an environment with 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

- Leads and achieves the Objectives of the Tokamak Complex Division in MCD;
- Achieves budgetary and schedule targets of the Division;
- Establishes priorities of actions and supervises their prompt execution;
- Prevents and resolves problems, to recover delayed activities and/or to prevent further delay;
- Ensures that the Division deliverables meet safety, quality, technical, schedule and cost requirements.

Experience & Profile

- **Professional Experience:**
 - At least 15 years of experience in leading activities for engineering and construction of nuclear facilities and project management of large and complex plant/systems.
- **Education:**
 - Master or higher degree in mechanical engineering field and project construction management, or other relevant technological disciplines;
 - 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:**
 - Leading engineering disciplines for process systems, involving piping and mechanical engineering;
 - Leading construction activities for large and complex multi-disciplinary projects;
 - Applying strong leadership to construction oversight and maximize the operational efficiencies and reliability in the construction management;

- Construction/commissioning management of large nuclear facilities, large process plant installation or similar industrial facilities;
- Contract management and execution of major procurement, assembly and installation contracts;
- Project management and associated software & tools to manage complex developmental and construction project;
- Nuclear regulation and application of codes and standards for licensing of plant construction. Knowledge in pressure regulation and nuclear pressure regulation is appreciated.
- **Behavioral Competencies:**
 - Drive results: Ability to succeed in the face of challenges to meet deadlines with high standards;
 - Instill trust: Ability to apply and propagate to the line managers and to the teams high standards of team mindset, trust, excellence, loyalty and integrity;
 - Manage Complexity: Ability to assess multiple and diverse sources of information to process issues with accuracy, and to decide for efficient, agile, timely implementation;
 - Collaborate: Ability to dialogue and lead negotiations with a wide variety of internal and external contributors and stakeholders;
 - Communicate Effectively: Ability to adjust communication content and style to deliver message effectively in multi-cultural Project up to strategic stakeholder.

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.