

Job Title: ITER Construction Project Leader - Deputy Director-General (DDG) level IO0134

Requisition ID **6901** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Construction and Installation - 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.

ITER Organization (IO) is an Equal Opportunity/Inclusive organization committed to diversity in the workplace, with diversity and Inclusiveness being one of the ITER Values.

As IO attracts and retains people coming from a vast array of different backgrounds and cultures, bias and exclusion cannot be tolerated. IO believes it is our diverse perspectives and backgrounds that gives unique strength and value to the ITER mission, regardless of race, member nation, gender, religion, status, sexual orientation, or disability - all are welcome and respected at ITER.

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: 09/04/2023

Unit of Assignment: Director-General

Language requirements: Fluent in English (written & spoken)

Contract duration: Up to 5 years

Purpose

As ITER Construction Project Leader (CPL)/ Deputy Director-General (DDG) level, you will lead the completion of the ITER Project up to First Plasma phase including activities necessary for post First Plasma, in support of the Director-General (DG) of the ITER Organization (IO).

You will be responsible for achieving the ITER Project's objectives in terms of cost, schedule, and performance, from design, procurement, assembly and installation of all components and systems, and commissioning to the integrated commissioning, in order to successfully achieve the critical milestone of First Plasma, in preparation of operation phase. This includes partnering with the ITER Chief Engineer/DDG for the required technical resources to achieve the mission.

Additionally, in compliance with IO regulations and rules, CPL leads and is accountable for the comprehensive Project management of the associated contracts, budget management and planning, execution and completion of the activities, and commissioning and integrated commissioning.

You will represent the organization internally and externally at a senior level, modelling the “one Project – one team” spirit of the Project in a matrix organization to streamline construction activities, as well as deputizing for the DG when requested.

Background

The ITER Organization (IO) was established in 2007 by a formal agreement among seven Members (People's Republic of China, European Union, Republic of India, Japan, Republic of Korea, Russian Federation, and United States of America), for the joint implementation of the ITER Project. The ITER Headquarters is located at the ITER Project Site in St Paul-lez-Durance, France, and its staff of over 1,000 people come from the seven ITER Members.

ITER's mission is to demonstrate the scientific and technological feasibility of fusion energy for peaceful purposes, an essential feature of which would be achieving sustained fusion power generation.

The IO is an international independent legal entity, which as the Design Authority and Owner-Operator of the ITER facility is responsible to the French Nuclear Safety Authority (ASN) for compliance with all French laws and regulations that govern nuclear safety. The IO and its industrial contractors are presently engaged in the overall construction of the ITER facility, which is truly a “mega-Project” that involves not only an enormous scale of civil construction, but also the assembly and installation of various contributions of technically sophisticated components, mostly first-of-a-kind, and equipment provided by the ITER Members.

Once the ITER facility commences research operations, the IO will transition to being responsible for carrying out, together with researchers from the seven Members, the ITER Research Plan to achieve its science and technological mission.

Key Duties, Scope, and Level of Accountability

- Leads the ITER Integrated Project Team in the construction of the ITER device up to and including first plasma in accordance to the Project Specifications and Project Requirements.
- Develops and maintains plans and cost estimates to completion for the whole of the ITER Project and all of its subsystems.
- Controls cost, schedule, and scope of the ITER Project within the agreed baselines;
- Reports progress to the DG as well as to the Executive Project Board, formed with the heads of the DAs;
- Develops strategy and maintains the plans for Design, Procurement, Assembly and Installation, Commissioning and Integrated Commissioning in close collaboration with IO senior management;
- Manages the Project Breakdown Structure and the matrixed teams therein, leveraging the resources made available by the IO and any other Domestic Agency (DA) participating in the Integrated Project Team;
- Ensures ITER site and configuration are managed as per the ITER Configuration Management Plan and as-built designs are recorded and maintained, in collaboration with ITER Chief Engineer/DDG;
- Follows up on DAs' in kind procurement activities and well as the procurement activities directly implemented by the ITER organization;
- Prepares and implements strategies, and updates real time installation plan according to the in kind contribution delivery dates, the development of processes, procedures and tools for efficient construction management;
- Achieves real time in field engineering support, in conjunction with ITER Chief Engineer/DDG and DAs;
- Establishes and maintains a detailed construction baseline (scope, time schedule and cost), assuring surveillance, management of the execution of works, control of the cost and quality, and reporting systematically to DG in collaboration with Safety & Quality team;
- Ensures preparation of tenders, and manages contracts within the planned production at costs respecting the authorized Contracts Values to execute the Tokamak Machine Assembly and Plant

Installation, including additional transversal support services such as lifting, storage and transportation;

- Executes Commissioning and Integrated Commissioning of the Tokamak Machine and Plant, following completion of leak tests, together with integrated dossier of installation completion supported by all in field engineering dossier certifying resolution of in field Non-Conformities, in field deviation request as well as in field design changes;
- Ensures all the Plant Installation activities and the Machine Assembly are carried out in accordance with the ITER Nuclear Safety, the Environment Protection and the Occupational & Health Safety standards;
- Exercises strategic vision and sets major priorities for the IO from an engineering perspective;
- Fosters further collaboration and integration between the IO and Members' DAs in the spirit of "one Project – one team";
- Responds to emerging issues and opportunities with timely, pragmatic, and effective solutions;
- Analyzes and alerts DG promptly on any issues that would jeopardize the on-time accomplishment of major construction schedule milestones, scope, or impact to quality and nuclear safety requirements, while implementing appropriate risk mitigation strategies for the Project in a pragmatic and proactive manner;
- May be required to work outside IO reference working hours, including nights, week- ends and public holidays.

Measure of Effectiveness

- Provides solid leadership, builds-up and manages the team to maximize human capital/people's commitment to achieving the Project goals;
- Manages the Project safely, within the defined quality, scope, cost and schedule needed to construct ITER facility;
- Demonstrates leadership in delivering the Project safely;
- Solves efficiently high level technical and quality control issues, mitigating risks for the Project;
- Actively represents and propagates the spirit of "one Project – one team" and ensures a highly collaborative approach with the IO senior management and DAs leaders in order to manage and propel the whole ITER Project forward;
- Designs KPIs for Project progress and prioritizes standards of performance, anticipating and solving major issues of engineering activities;
- Models the values and vision of the ITER Project including expectations from the Code of Conduct.

Experience & Profile

- **Professional Experience:**
 - Demonstrated engineering capacity in construction & Project management abilities and successful experience within large construction, scientific or technical international Projects from design, construction, installation, testing, commissioning and operation of a facility and all associated systems within complex international environments or Projects.
 - Ability to obtain and maintain French Security clearance.
- **Education:**
 - Masters' degree or PhD degree or equivalent in engineering or management field or other relevant discipline;
 - 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:**
 - Construction of research infrastructures, preferably in the nuclear fusion field including nuclear licensing process;
 - Technical Project management in nuclear construction;

- Project / Program Management experience in large construction Project with multi-national collaboration, in-kind procurement, planning, measuring progress, managing risks and costs, and reporting on progress to manage programs or initiatives within the constraints of human and financial constraints;
- Inclusive leadership (maintaining healthy working environment), with a high level of headship for motivating and developing staff;
- Creating an inclusive environment that promotes cross-functional analysis and effective decision making so that leaders are empowered to place decision making at the most appropriate level; Building strong partnerships and working collaboratively positively with all Project stakeholders, being force of proposal & solutions' oriented to reach consensus applied to large nuclear, fusion, fission or highly technical Projects in compliance with quality, safety, security and technical applicable standards;
- Coordinating and overseeing complex construction Projects from design to operation phases while providing effective leadership in management structures in similar international or intergovernmental settings;
- High-level strategic negotiations and influencing abilities with multi-national internal and external partners, including the ability and willingness to solicit and consider varying inputs and opinions and make appropriate recommendations/ tough decisions aligned with the ITER Project's objectives;
- Leading Quality Control (QC) within a heavily regulated nuclear environment would be beneficial;
- Driving a Project culture that underpins and maintains safe and secure working conditions and enforces the highest standard of safe, healthy, and secure work practice;
- Technical knowledge of Tokamak machine, fusion, and facilities would be considered a strong advantage;
- Knowledge of the ITER Project would be considered a strong advantage.
- **IO Core Behavioral Competencies:**
 - Collaborate: Ability to facilitate dialogue with a wide variety of contributors and stakeholders;
 - Communicate Effectively: Ability to adjust communication content and style to deliver messages to work effectively in a multi-cultural environment;
 - Drive results: Ability to persist in the face of challenges to meet deadlines with high standards;
 - Manage Complexity: Ability to analyze multiple and diverse sources of information to understand/define problems accurately before moving to proposals;
 - Instill trust: Ability to apply high standards of team mindset, trust, excellence, loyalty and integrity.
- **Additional Behavioral Competencies:**
 - Proven top-level executive managerial skills characterized by approachability, accessibility, openness/transparency, personal integrity, persuasiveness, and the charisma to inspire loyalty of his/her subordinates and reach consensus with stakeholders;
 - Courage: stepping up to address difficult issues, saying what needs to be said;
 - Decision Quality and Accountability: using judgment to make timely decisions move the organization forward, holding self and others accountable to meet commitments;
 - Drive Engagement, Vision and Purpose: creating a climate where people are motivated to do their best to help the organization achieve its objective, by painting a compelling picture of the vision and strategy that inspires others to action;
 - Organizational Savvy: maneuvering comfortably through complex policy, process, and people related organizational dynamics to remove obstacles that affect Project performance, move work forward, and engage teams and stakeholders at all levels;
 - Strategic Mindset: seeing ahead to future possibilities and translating them into breakthrough strategies.

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 (Knowledge of these competencies may be acquired through on-board training at basic understanding level for all ITER staff members) :
 - 1) Nuclear Safety, Environment, Radioprotection and Pressured Equipment
 - 2) Occupational Health, Safety & Security
 - 3) Quality Assurance Processes
- 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.
- For staff expected to perform on-call, shift hours, or other work outside ITER Organization reference working hours, including nights, weekends, and public holidays, the possession of a driving license valid in France is required. No commuting vehicle will be provided by the ITER Organization.