

**Job Title: Head of Electrical Engineering Division IO0008**

Requisition ID **7654** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Engineering of Systems - Extended Posting**

Fusion, the nuclear reaction that powers the sun and the stars, is a promising long-term option for a sustainable, non-carbon emitting global energy supply.

The ITER Organization (IO), based in the southern France, welcomes best talents who can together prepare the way to this new energy in a truly multi-cultural work environment.

We offer challenging assignments in a wide range of areas and encourage applications from candidates will all levels of experience. Applications from under-represented ITER Members' nations and women candidates are strongly encouraged, as IO strongly believes that a diversified, equitable, and inclusive workplace is crucial in solving one of the most complex scientific and engineering projects in the world today.

As the IO attracts and retains people coming from a vast array of different backgrounds and cultures, discrimination and exclusion cannot be tolerated. The IO believes it is our diverse perspectives and background 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.

ITER CARE Values (Collaboration / Accountability / Respect / Excellence):  
We perform our work with care, we care for the well-being of colleagues, our families and ourselves, and we care about the health of the planet for generations to come. CARE drives our work and our behaviors at ITER.

To see why ITER is a great place to work, please look at this [video](#)

**Application Deadline:** 31/01/2025  
**Department:** Engineering Services Department  
**Job Grade:** D1  
**Language Requirements:** Fluent in English (written & spoken)  
**Contract Duration:** Initial Employment Contract up to five years with possibility for extension

**Overview**

Are you looking for an exciting opportunity at the heart of an ambitious fusion energy project? Join us as **Head of Division**, where you will report to the Head of the Engineering Service Department (ESD). *The ESD provides the required skilled engineering resources or services, which are necessary for the successful completion of the ITER Project.*

As **Head of Division**, you will:

- **Develop the strategy** for the management and allocation of resources and services in the Division’s field of competencies.
- **Develop the competencies** of the staff of your Division and the required engineering methodologies according to the project needs.
- **Provide engineering resources** to the ITER Construction Project, Central Integration Division, Safety and Quality Department and other ITER Project stakeholders, to ensure that they can successfully execute their activities.
- **Promotes good communication** and develop synergies within ESD and all stakeholders.

The Electrical Engineering Division (EED) has the mission of providing the resources for the following items:

- To develop the engineering design and produce supporting analyses for the technical documentation.
- To conduct design verifications during manufacturing and installation and to support the commission and operation of the electrical systems.
- To follow-up and oversight the manufacturing, installation, and commissioning processes throughout the component and system lifecycle.
- To execute and/or witness Type Tests, Factory Acceptance Tests, Site Acceptance Tests, Routine Maintenance Tests, Tests for Troubleshooting on electrical components and systems.

**Key Duties & Responsibilities**

**Primary Responsibilities**

- Provides resources, services and expertise across the ITER Organization (IO), within their discipline, throughout the year to optimize efficiency and effectiveness, including monitoring and associated cost reporting against the plan.
- Provides inclusive and effective leadership to the managers and direct reports if any, ensuring all team members are performing their assigned duties, are motivated, and constantly developing their skills and experience for the benefit of themselves and IO.
- Assumes Administrative Line Management responsibility for all the Division staff.
- In conjunction with Human Resource Division (HRD), drives the staffing strategy for the Division to meet the Project needs with a middle and long-term perspective.
- Defines and implements the discipline related methodologies and processes for the scope of work and ensures that they are correctly applied.
- Manages outsourced contracts on engineering services from development through execution;
- Procures and maintains the needed specialized software and hardware tools, which are required to perform the requested transversal activities, unless otherwise decided.

**Additional Responsibilities:**

- Receives and reviews the ITER Project needs and priorities from the ITER Construction Project, Central Integration Division, and other ITER Project stakeholders.
- Acknowledges and provides feedback, sets goals, and identifies opportunities for team members professional development or mobility.
- Participates in the project risk mitigation approach in the implementation of transverse functions, and to control and mitigate any major technical risks and issues.
- Preserves and formalizes the engineering knowledge and expertise.
- To support the ITER Construction Project, Central Integration Division, and other ITER Project stakeholders, in looking for ways to improve efficiency, effectiveness, and innovation.
- In conjunction with the concerned process owners, to support the generation, issue, propagation and continuous improvement of relevant Management and Quality Program (MQP) Processes and Procedures.
- To be exemplary and to put safety at the heart of all actions as a priority and to contribute to the establishment of a nuclear safety culture.

**Experience & Competencies**

**Essential:**

- **Substantial senior level experience** in strategic management in the field of electrical engineering, within a large construction project.

- **Team Management:** Defining, organizing, and managing the internal and external operations of a unit to accomplish objectives and goals efficiently, drive performance and deliver results within an international environment. Includes abilities and skills to formulate strategy, direction and goals for the unit, clearly set performance expectations, provide regular and timely feedback on performance, make decisions in a timely manner within the scope of authority, take accountability for actions and outcomes.
- **Continuous Improvement:** Persistence in the face of adversity or obstacles, encouraging others to do the same. Making changes to processes and systems to enhance efficiency, quality, and productivity over time, identifying areas for improvement and implementing solutions, emphasizing continuous learning, respect for people and promotes a culture of ongoing improvement and innovation to drive organizational excellence and sustained success.
- **Driving and Managing Organizational Change:** defining, planning, leading and/or managing organizational changes through communication and modelling adaptive actions to gain buy-in and engagement. Assessing the need for change, creating change strategies, communicating effectively, and overcoming resistance to ensure successful implementation.
- **Quality Management Systems (QMS):** Establishing and maintaining a framework of policies, procedures, and processes to ensure consistent quality management throughout the organization.

**Desirable:**

- **Service Support & Contract Management:** Negotiating contracts, monitoring their execution in line with the rules and regulations in place, ensuring adherence to contractual terms and conditions, recommending necessary corrective actions when needed.

**Qualifications**

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**Essential:**

- Masters’ degree or equivalent in Electrical Engineering or other relevant discipline.

**Desirable:**

- Certifications such as project management or other relevant discipline.
  - *The required education degree(s) may be substituted by extensive professional experience involving similar work responsibilities and/or additional training certificates in relevant domains.*
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*The following items apply to all jobs and job holders for the duration of tenure at ITER Organization:*

- **The CARE Values are a framework of principles that guide our actions and define the culture and spirit of the ITER Project:**
  - Collaboration:** We collaborate with commitment and flexibility using the power of teamwork, building partnerships, and working with others to reach shared objectives;
  - Accountability:** We are accountable for the whole project - we take responsibility for our specific actions and are transparent in our daily work, holding self (ourselves) and others accountable to meet commitments;
  - Respect:** We treat each other with respect and dignity at all times, knowing that all of us belong here. We appreciate the value that our multicultural and diverse community brings to the ITER Project;
  - Excellence:** We are driven by excellence; we are agile and innovative while maintaining the highest standards of safety, quality and integrity;
- **ITER Core Technical Competencies:**
  - 1) **Nuclear Safety, Environment, Radioprotection and Pressured Equipment**
  - 2) **Occupational Health, Safety & Security**
  - 3) **Quality Control & 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 perform other duties in support of the project as defined by your line manager, and when relevant upon the request of the matrix manager;
- May be requested to work outside the ITER Organization reference working hours, including nights, weekends and public holidays, due to business needs - this may include on-call, shift work, etc.
- May be requested to be part of any of the project/construction teams and to perform other duties in support of the project;
- 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.**
- Informs management of any important and urgent issues that cannot be handled by line or matrix management and that may jeopardize the achievement of the Project’s objectives;

The ITER Organization (IO) is an Equal Opportunity organization committed to diversity and inclusive in the workplace.