

**Job Title: Project Leader IO0201 / IO0873 / IO0268**

Requisition ID **7819** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Engineering of Systems - New 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:** 29/03/2025  
**Department:** ITER Construction Project  
**Division / Program:** Diagnostics Program  
**Section / Project:**

**Group:**

**Job Grade:** P4/P5/P6

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

**Contract Duration:** Initial Employment Contract up to five years with possibility for extension

*The selection process will be conducted with the objective of filling **the three below vacant positions** with the purpose of drawing up a reserve list of rostered candidates for future vacant positions. The reserve list initially remains valid for two years, with the possibility of extension at the Director-General's discretion.*

**Overview**

As a Project Leader within the Diagnostics Program, you will ensure, for all components and systems of your defined scope of activity, the completion of the engineering, manufacturing, assembly, installation, and system commissioning phases, to prepare the operation phase and to achieve the milestones of the ITER Project on time. These activities shall be conducted in close collaboration with all associated stakeholders: safety and quality units, Central Integration Division (CID), Engineering Services Department (ESD), Domestic Agencies, and other interfaces.

The **Domestic Agency Ports (DAP) Project** is responsible for, but not limited to, DA Equatorial, Upper Port and Lower Port Plug support in preparation for delivery and installation hardware.

The **ITER Ports (IOP) Project** is responsible for, but not limited to, IO Equatorial, Upper Port and Lower Port Plug engineering and manufacturing.

The **Plasma Core and Edge (PCE) Project** is responsible for, but not limited to, IO laser, microwave, spectroscopy, First Wall and Boundary diagnostics.

As **Project Leader**, you will:

- **Manage the project** to comply with the ITER Project baseline requirements (system performance, integration, quality, cost & schedule);
- **Provide leadership** by organizing, coordinating, and controlling all activities related to project deliverables and ensuring proper management of the project resources to achieve project goals;
- **Manage the ITER Project contracts** related to Diagnostics Program, within the defined quality, scope, cost, and schedule needed to construct parts of the ITER facility. You will also support the ESD in the definition of engineering service contracts (for discipline expertise and/or production needs), which will be under ESD responsibility and aimed at supporting CP activities.
- **Solve high-level technical, integration, system performance and quality control issues**, mitigating risks for the ITER Project milestones by anticipation of problems and upfront qualification of processes.

**Key Duties & Responsibilities**

**Primary Responsibilities:**

- Provides technical expertise for one of the Projects listed in the “Overview” for anticipating or solving issues and delivering the system(s) as specified by the Diagnostic Program and CP.
- Leads the relevant ITER Project contracts towards a successful set up of assignments to ensure correct reporting lines and resource management, to achieve these contracts’ completion while generating quality in the product, schedule satisfaction, and cost control.
- Executes assigned contracts according to the applicable construction baseline and manages the installation sequence and related coordination duties toward schedule, cost, and quality.
- In collaboration with the Procurement Division, tenders and manages the contracts related to construction works under the project, including tooling and needed ad-hoc procurements.
- Administers the cost envelope assigned to the Project’s budget according to the Resource Loaded Schedule (RLS) and in compliance with Vertical Project and Cost Management approach, to ensure cost containment in each of the concerned project milestones.
- Contributes to the definition of short- and long-term staffing needs for the ITER Project in coordination with the line management of matrixed staff.

**Additional Responsibilities:**

- Establishes and maintains a detailed engineering, construction, commissioning, operation, and maintenance work plan per ITER Project phase, consistently with the other projects.
- Organizes take-over of diagnostic components and systems from delivery entity and hand-over to assembly contractor, prior to installation activities, with identified punch items and resolution, if deemed necessary.
- Ensures the preparation of construction documentation related to diagnostic installation contracts, from the engineering design completion, the Engineering Work Packages (EWP) production, the Construction Work Packages (CWP) and Installation Work Packages (IWP) development, up to their final execution

- and completion dossiers.
- Ensures assembly tools and platforms are procured well in advance, tested and commissioned, and maintained over time to guarantee short- and long-term use.
- Performs configuration and quality management for engineering, construction, commissioning, operation and maintenance activities, including “As-built management”, by managing related Project Change Requests (PCR), field changes, non-conformity and deviation actions, together with the Science & Integration Department (SID) and Safety & Quality Department (SQD).
- Explores risk reduction and opportunities for assembly and installation.
- In case of delays, defines and implements necessary optimizations, recovery, mitigation, or acceleration actions, develops timely, pragmatic solutions in case of emerging issues.
- Manages the assembly and installation sequence to ensure safe assembly activities in line with OH&S requirements.
- Implements nuclear safety codes and standards and INB regulations for the engineering, construction, commissioning, operation & maintenance phases, and supports SQD for regulatory inspections.

*Please note that job descriptions cannot be exhaustive, and the staff member may be required to undertake other duties, which are broadly in line with the above primary responsibilities.*

**Experience & Profile**

**Essential:**

- Demonstrated experience in engineering, fabrication, construction, commissioning, operation, maintenance & project management in the field of fusion diagnostics installations or fusion construction environments.
- Experience in engineering, fabrication, construction, commissioning, operation, and maintenance in nuclear and/or fusion devices such as ITER.
- Project management in large fusion diagnostic projects with multi-national collaboration, procurement, planning, measuring progress, managing risks and costs, and reporting on progress to manage projects or initiatives within the boundaries of human, system performance, quality and financial constraints.
- Inclusive leadership (maintaining a healthy working environment), with a high level of headship to motivate results defined for the given project and to contribute to the development of needed skills in close collaboration with ESD & HRD.
- Stakeholder management: building strong partnerships and working collaboratively with all Project stakeholders, including Resources Providers, proactively initiating solutions-oriented proposals to reach consensus.

**Desirable:**

- High-level strategic negotiation skills with multi-national internal and external partners, including the willingness to solicit and consider varying inputs and opinions, to make appropriate recommendations and tough decisions aligned with the ITER project’s objectives.
- 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.

**Qualifications**

**Essential:**

- Masters’ degree, PhD or equivalent in engineering and management fields 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.*

*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.