

Job Title: Program Manager (3 openings) IO0564_IO0012_IO0227

Requisition ID **7544** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Machine Operations - 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 with 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: 29/09/2024

Department: ITER Construction Project

Division / Program:

Section / Project:

Group:

Job Family: Line Management and Group Leaders

Job Role: Specific Role

Job Grade: D1

Language Requirements: Fluent in English (written & spoken)

Contract Duration: Up to 5 years

Overview

The individual "Program Manager" positions covered by this vacancy are as follows:

- **Nuclear Technologies (NTP) Program Manager**
 - *The Nuclear Technologies Program, under the leadership of the ITER Construction Project Head shall be responsible for planning, managing, and delivering the following Projects: Blanket, Divertor, Tritium Breeding Blankets, Hot Cell & Radwaste and Remote Handling.*
- **Diagnostics (DIAG) Program Manager**
 - *The Diagnostics Program, under the leadership of the ITER Construction Project Head shall be responsible for planning, managing, and delivering design, assembly, and commissioning and preparation for Operation of the diagnostics and associated systems.*
- **Plant Systems (PSP) Program Manager**
 - *The Plant Systems Program, under the leadership of the ITER Construction Project Head shall be responsible for all procurement activities and Engineering Work Package preparation in relation to the Tritium Plant & Systems, Vacuum Systems, Fueling & Wall Conditioning System, Cooling Water*

System (Secondary Cooling Water System and the Tokamak Cooling Water System), Cryogenic System, Magnet Test facility and Disruption Mitigation System (DMS).

Each Program works in close cooperation with the other Programs and Domestic Agencies (DAs) within the ITER Integrated Project Team (IPT), interfacing with its scope of activities, to ensure compliance with requirements and interfaces.

As a Program Manager you will report to the Head of Construction Project (HCP) and supervise a team of Project Leaders, each managing a subset of the Program. Programs and projects will be up to ITER First Plasma phase, including activities necessary for post First Plasma integrated commissioning.

Overall, you will be responsible for achieving the objectives of the Program in terms of cost, schedule, and scope, including quality and performance, from design, procurement, assembly and installation of all components and systems, and commissioning through integrated commissioning, to successfully achieve the critical milestone of First Plasma, in preparation of operation phase of the ITER project.

Success in this role includes:

- Actively fostering involvement between the IO and Members' DAs in the spirit of "one project – one team", i.e. the ITER (IPT);
- Leading the ITER IPT aligned to the specific Program, in the construction of the ITER facility up to and including first plasma commissioning in accordance with the ITER Project Specifications and Requirements.
- Developing and maintaining plans and cost estimates through completion for the whole of the Program together with the subsystem's projects.
- Controlling cost, schedule, and scope performance/quality of the Program.

Key Duties, Scope, and Level of Accountability

• Primary Responsibilities:

- Develops strategy and maintains the plans for Design, Procurement, Assembly and Installation, Commissioning, and Integrated Commissioning in close collaboration with IO and DAs senior management.
- Manages the Project Breakdown Structure and the matrixed teams therein, leveraging the resources made available by the IO and any other DAs participating in the IPT.
- 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 Design Integration.
- Prepares and implements strategies and updates real time installation plan according to the in-kind contribution delivery dates, the development of processes and procedures for efficient construction management.
- 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 HCP in collaboration with Safety & Quality team.

• Additional Responsibilities:

- Assures implementation of duties / rules of Occupational and Nuclear Safety Security in all Plant Areas governed by the Program Managers Function propagating the program responsibility actions into Project leaders actions.
- Reports progress to the HCP and when required also to the Executive Project Board, formed with the Director-General (DG), Deputies to DG and the Heads of the DAs;
- Follows up on DAs' in-kind procurement activities as well as the procurement activities directly implemented by the ITER organization in collaboration with the Administrative units.
- 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, if applicable also including support to additional transversal support services such as lifting, storage and transportation.
- Executes or supports, 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;

- Contributes to make sure that 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.

Experience & Profile

• ***Demonstrated experience and technical competencies in:***

- **Minimum** 15 years' experience in construction project management in the field of nuclear installations, and scientific or technical international projects.
- **Essential competencies and experience** required for success in the role:
- Design, manufacturing in the following topics with proven high level technical competencies is considered essential;
- Construction of research infrastructures, preferably in the nuclear fusion field including nuclear licensing process;
- Technical project management in nuclear construction;
- 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;
- **Advantageous competencies and experience:**
- 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;

• ***Education:***

- **Essential:** Masters' degree, PhD or equivalent in engineering, 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.*

• ***Language requirements:***

- Fluent in English (written and spoken).
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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.