

Job Title: Technical Resources Specialist IO0956

Requisition ID **7543** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Business Operations - 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 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: 15/09/2024

Department: Engineering Services Department

Division / Program: Design Office Division

Section / Project: Not applicable

Group: Not applicable

Job Family: Project Support

Job Role: Functional Support – 3

Job Grade: G4

Language Requirements: Fluent in English (written & spoken)

Contract Duration: Up to 5 years

Overview

Do you have an interest in technical resource and competency management? Join our Engineering Services Department (ESD), Design Office (DO) focused on providing engineering services to the ITER Project.

As a Technical Resources Specialist, your goals include:

- Contributing to competency management, training, and staff development within the Design Office and Engineering Services Department (ESD), as part of its Resource Provider mission to support the ITER Construction Project (CP) objectives and milestones;
- Supporting ESD management to define and/or organize action plans resulting from the competency gap analyses shared and agreed with the Human Resources Division (HRD);
- Liaising with the HRD as one of the main points of contact for ESD's resource management of IO staff and non-IO staff such as interim, experts and IPAs;

Success in this role includes:

- Preparing reports, delivering presentations, and providing data and analysis to ESD and DO managers and staff on competency management, training, matrixed assignment, and other resource management-related topics, in a timely and accurate manner.
- Effective communication with internal and external stakeholders.

Key Duties, Scope, and Level of Accountability

• Primary Responsibilities:

- Collects inputs from DO and ESD line managers, subject matter experts, ITER Construction Project (CP), and relevant stakeholders to identify the technical competencies, skills, certifications, and expertise needed within the units on a short, middle and long-term basis, in line with relevant internal rules, standards, and industrial best practices;
- Provides information to DO and ESD line managers, and staff, on development actions (e.g., training, coaching, mentoring, etc.) as needed, consolidates ESD annual training plans, monitors progress throughout the years, and provides support to the HRD for implementation when necessary;
- Assists in the definition, standardization, competency mapping, and maintenance of functions, and the impact analysis on DO Management & Quality Programs (MQP's);
- Monitors staff well-being, satisfaction at work, and engagement within DO and ESD, reports regularly to stakeholders, and proposes preliminary actions when necessary.

• Additional Responsibilities:

- Contributes to the execution of DO's internal communication strategy;
- Supports the development of networks and partnerships with universities and communities of practice in engineering disciplines relevant to ESD scope, in collaboration with the HRD;
- Contributes to knowledge management within DO, and ESD when needed, to support line managers in the standardization of processes, procedures, standards, and tools per engineering discipline, in line with industrial best practices.

Experience & Profile

• *Demonstrated experience and technical competencies in:*

- **Minimum** 5 years' experience in interpersonal / group facilitation, fostering a supportive environment, and organizing or coordinating development activities.
- **Essential competencies and experience** required for success in the role:
 - Competency management in an engineering-related field, including the identification and assessment of staff competencies and skills;
 - Resource Development and Planning: knowledge of tools and methodologies to analyze, define, and/or implement development means such as staff mentoring, training, L&D, etc., to align with organization needs and goals;
 - Communicate Effectively: Ability to adjust communication content and style to deliver messages to work effectively in a multi-cultural environment;
 - Interpersonal Savvy: Relating openly and comfortably with diverse groups of people;
 - Instill Trust: Ability to apply high standards of team mindset, trust, excellence, loyalty and integrity;
 - Learning and Development: Identifying, implementing or developing learning and certification programs and solutions to enhance the knowledge, skills, and abilities of employees;
 - Presentation: Effectively communicating information, ideas, or messages to an audience in a clear, engaging, and compelling manner;
 - Schedule Management: Developing, maintaining, and controlling a schedule, with the associated risks and opportunities, to ensure timely completion of tasks and overall objectives with an understanding of the overall scope;
- **Advantageous competencies and experience:**
 - Action Oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm;
 - Balances Stakeholders: Anticipating and balancing the needs of multiple stakeholders;
 - Demonstrates Self-awareness: Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses;

- **Knowledge Management:** Systematically capturing, organizing, and leveraging the intellectual assets of an individual or organization to enhance efficiency, innovation, and decision-making.
- **Education:**
 - **Essential:** Bachelor's degree or equivalent in social sciences, human resources 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).

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.