

Job Title: Deputy Program Manager (ITER Control and Integrate Commissioning) IO0133

Requisition ID **8272** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Construction and Installation - 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. The IO is committed to fostering a fair and equitable environment across all areas of the project, including compensation and benefits.

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: 28/01/2026

Department: ITER Construction Project

Division / Program: Controls & Int. Commissioning Program

Job Grade: P5/P6 ([SALARY SIMULATOR](#))

Language Requirements: Fluent in English (written & spoken)

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

Please note that the entry grade of this position begins at P5 and the final grade offered to the selected candidate is subject to the decision of the IO Director-General.

Overview

Are you looking for an exciting opportunity at the heart of an ambitious fusion energy project?

Join us as a **Deputy Program Manager** where your goals will include:

- Provide strategic leadership for the overall management for ITER's integrated control system architecture (CODAC), ensuring alignment with project objectives, safety standards, and operational readiness across the entire research infrastructure.
- Enabling achievement of the objectives of the Control and Integrated Commissioning Program (CIC) in terms of scope, cost and schedule including quality and performance, from design, procurement, assembly, installation of ITER control systems, and commissioning activities.
- Ensuring sufficient support in overseeing the project deliverables engineering, coordination, planning, and implementation, with a particular focus on Tokamak and plasma control and protection systems delivery and testing.

The Control and Integrated Commissioning Program (CIC), under the leadership of the ITER Construction Project Head is responsible for the definition and execution of the Tokamak integrated commissioning, through to the delivery of the overall supervision and control system, including the conventional, central interlock, nuclear safety and plasma control as well as the scientific data and computing centre for ITER. Anticipating the readiness of the Tokamak commissioning, CIC program is also in charge of coordinating and supervising the plant systems' commissioning and pre-operation, including the management of the operation from the main control room.

Key Duties & Responsibilities

Primary Responsibilities:

- Defines and manages the CODAC architecture and implementation plan, including the leading and driving the definition of the ITER machine's interlock, protection and operation strategy and its high-level control definition, in close collaboration with the program manager and technical units.
- Drives and monitors the delivery of the network and computer infrastructure required for the integrated control system.
- Manages the overall control system obsolescence mitigation strategy.
- Supports the Program Manager in exercising strategic vision and setting major priorities for the Program from an engineering perspective in close collaboration with the Engineering Services Department (ESD).
- Actively fosters integration between the Iter Organization (IO) and Members' Domestic Agencies (DAs) in the spirit of "one project – one team".
- Supports the Program Manager in leading the technical part of the scope which belongs to the program and its 5 projects, to achieve the construction of the ITER facility up to and including first plasma commissioning in accordance with the ITER Project Specifications and Requirements.

Additional Responsibilities:

- Participates in the Preparation of the ITER integrated commissioning.
- Leads the system commissioning and operation of the integrated control system.
- Ensures the on-time delivery of the central control systems for conventional control, machine protection, nuclear and occupational safety.
- Provides guidance and expertise during the design of in-kind plant control systems to allow later integration in the central system.
- Maintains and improves all aspects of the integrated control system.
- Monitors and directs the delivery and operation of the scientific computing and data centre.
- Contributes to making sure that all the activities concerned are carried out in accordance with ITER Nuclear Safety, Environment Protection and the Occupational & Health Safety standards.
- Analyzes and alerts the Program Manager and responds to 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.

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 & Competencies

Essential:

- Extensive experience in the overall architecture, design, implementation, and commissioning of a nuclear fusion device CODAC (control command and data acquisition) system.
- Knowledge of magnetic confinement fusion devices and related machine protection systems.
- Technical project management in nuclear construction 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 a healthy working environment), with a high level of headship for motivating and developing staff.

Desirable:

- 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.
- Ability to obtain and maintain French Security clearance only for specific Programs.

Qualifications

Essential:

- At least master's degree or equivalent in Engineering, Control and/or nuclear physics.
- *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.