

Job Title: Deputy Head of ITER Construction Project IO1117

Requisition ID 7963 - Posted - (France, 13067 St Paul Lez Durance Cedex) - Managerial - 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. 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: 10/08/2025
Department: ITER Construction Project
Division / Program:
Section / Project:
Job Grade: D1/D2

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 is at D1 and the final grade offered to the selected candidate is subject to the decision of the IO Director General.
Purpose

The Deputy Head of ITER Construction Project (DHCP) supports the completion of the ITER Facility up to Start Research Operation (SRO) phase and design and delivery activities necessary for subsequent phases of the Project. In support of and reporting to the Head of ITER Construction Project (HCP), the DHCP has delegated authorities for oversight on some of the scope within the overall project. The DHCP will represent the organization internally and externally as a member of senior management, modelling the “one project – one team” spirit of the Project in a matrix organization to streamline construction activities. Depending on the domain of expertise, the selected candidate may be requested to directly lead a relevant scope of the overall ITER project.

Background
The ITER Construction Project is responsible for design, delivery, installation, and commissioning of all elements of the ITER facility.

- Key Duties & Responsibilities
- Primary Responsibilities
- Supports the HCP in leading the ITER Integrated Project Team in accordance to the Project Specifications and Project Requirements.
 - Provides leadership in building and managing the team to maximize commitment and effectiveness to achieve the Project goals.
 - Assures scope is delivered on cost and schedule within the agreed baselines, specifically for delegated responsibilities and generally in support of the HCP.
 - Works with the HCP to assure Domestic Agencies’ (DAs) in-kind procurement activities as well as the other procurement activities directly implemented by the ITER organization are delivered according to the overall project schedule.
 - Together with HCP, ensures all work is carried out in accordance with the ITER Nuclear Safety, the Environment Protection, and the Occupational Health and Safety standards.
 - Fosters collaboration and integration between the IO and DAs in the spirit of “one project – one team” for all delegated responsibilities and ensures a highly collaborative approach with the IO senior management and DAs leaders.

- Additional Responsibilities
- Advises the HCP and responds to emerging issues and opportunities with timely, pragmatic and effective solutions for all delegated responsibilities in shared vision.
 - Analyzes and alerts the HCP promptly on issues that would jeopardize on-time accomplishment of major schedule milestones, scope, or impact to quality and nuclear safety requirements, while implementing appropriate risk mitigation strategies for the project.
 - Designs KPIs for project progress and prioritizes standards of performance, anticipating and solving major issues.
 - Models the values and vision of the ITER project including expectations from the Code of Conduct.

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:
- Demonstrated capacity in project management and successful experience within large scientific or technical international projects from design, procurement, assembly, commissioning and operation of a facility and all associated systems within complex international environments or projects.
 - Project / Program Management experience in a large project with multi-national collaboration, managing safety, risks and costs, and reporting on progress to manage programs or initiatives within the constraints of human and financial constraints.
 - Proven top-level executive managerial skills characterized by approachability, accessibility, openness, transparency, personal integrity, persuasiveness, and the charisma to inspire loyalty of subordinates and reach consensus with stakeholders.
 - 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, with a high level of headship for motivating and developing staff.
 - Building strong partnerships and working collaboratively and positively with all Project stakeholders, bringing proposals and solutions oriented to reach consensus in compliance with quality, safety, security, and technical applicable standards.
 - 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 and tough decisions aligned with the ITER project 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.
 - Drive results: Ability to persist in the face of challenges to meet deadlines with high standards.
 - Drive Engagement, Vision and Purpose: creating a climate where people are motivated to do their best to help the organization achieve its objective, by painting a compelling picture of the vision and strategy that inspires others to action.
 - Solves efficiently high-level technical and quality control issues, mitigating risks for the Project.

Desirable:

- Technical knowledge of Tokamak machine, fusion, and facilities would be considered a strong advantage.
- Knowledge of the ITER project would be considered a strong advantage.
- Decision Quality and Accountability: using judgment to make timely decisions move the organization forward, holding self and others accountable to meet commitments.
- Organizational Savvy: maneuvering comfortably through complex policy, process, and people related organizational dynamics to remove obstacles that affect project performance, move work forward, and engage teams and stakeholders at all levels.
- Strategic Mindset: seeing ahead to future possibilities and translating them into breakthrough strategies.

Qualifications

Essential:

- Master’s or PhD degree or equivalent in a technical or management field 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.*
- Ability to obtain and maintain French Security clearance.

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.