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Route de Vinon-sur-Verdon - CS 90 046 - 13067 St Paul Lez Durance Cedex - France

ITER Chief Scientist - Deputy Director-General (DDG) level IO0135

Unit of Assignment (Domain; Department/Office; Division; Section; Group): Director-General	**Grade:** DDG **Job Family:** Line Management and Group Leader **Benchmark Role:** Deputy Director-General
Date Written: February 2023	**Date Revised:**

Purpose

As ITER Chief Scientist (CS)/Deputy Director-General (DDG) level, you will support the Director-General (DG) of the ITER Organization (IO) to achieve the ITER Project's objectives.

This includes development of the ITER Research Plan, managing the overall scientific research capacities and resources, and interaction with the ITER Members' fusion scientific communities. ITER Chief Scientist is the primary contact for the ITER Scientific Fellows Network, the International Tokamak Physics Activity, and the ITER Operations Network.

You may represent the organization internally and externally at a senior level, modelling the "one Project – one team" spirit of the Project in a matrix organization to streamline scientific interactions, as well as deputizing for the DG when requested.

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Background

The ITER Organization (IO) was established in 2007 by a formal agreement among seven Members (People's Republic of China, European Union, Republic of India, Japan, Republic of Korea, Russian Federation, and United States of America), for the joint implementation of the ITER Project. The ITER Headquarters is located at the ITER Project Site in St Paul-lez-Durance, France, and its staff of over 1,000 people come from the seven ITER Members.

ITER's mission is to demonstrate the scientific and technological feasibility of fusion energy for peaceful purposes, an essential feature of which would be achieving sustained fusion power generation.

The IO is an international independent legal entity, which as the Design Authority and Owner-Operator of the ITER facility is responsible to the French Nuclear Safety Authority (ASN) for compliance with all French laws and regulations that govern nuclear safety. The IO and its industrial contractors are presently engaged in the overall construction of the ITER facility, which is truly a "mega-Project" that involves not only an enormous scale of civil construction, but also the assembly and installation of various contributions of technically sophisticated components, mostly first-of-a-kind, and equipment provided by the ITER Members.

Once the ITER facility commences research operations, the IO will transition to being responsible for carrying out, together with researchers from the seven Members, the ITER Research Plan to achieve its science and technological mission.

Key Duties, Scope, and Level of Accountability

- Develops the scientific strategy and implementation plan, in preparation of the scientific exploitation of the ITER research infrastructure during Operation Phase;

- Establishes the technical baseline for ITER research, develops the research plans for the ITER Operation Phase consistent with this baseline, and leads the development of the framework for execution of the scientific program;
- Manages budget and resources, provides leadership to direct reports, and ensures the safety and quality during the implementation of the its activities;
- Drives progress and communicates comprehensive analysis of fusion plasma behavior in ITER, especially the plasma operating scenarios;
- Defines and encourages R&D activities to resolve outstanding issues for the execution of the ITER Research Plan;
- Strives to establish ITER as a center of excellence in fusion research with close interaction and cooperation with the research programs of the ITER Members.
- Exercises strategic vision and setting major priorities for the IO from scientific perspective;
- Fosters further collaboration and integration between the IO and Members' DAs in the spirit of "one Project – one team";
- Responds to emerging issues and opportunities with timely, pragmatic, and effective solutions;
- Analyzes and alerts DG promptly on 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;
- May be required to work outside IO reference working hours, including nights, week- ends and public holidays.

Measure of Effectiveness

- Provides solid leadership, builds-up and manages the team to maximize human capital/people's commitment to achieving the Project goals;
- Manages efficiently the overall scientific resources to prepare for the operation of ITER facility;
- Solves efficiently high level technical and scientific issues, mitigating risk for the Project;
- Actively represents and propagates the spirit of "one Project – one team" and ensures a highly collaborative approach with the IO senior management and, DAs leaders in order to manage and propel the whole ITER Project forward;
- Designs KPIs for Project progress and prioritizes standards of performance, anticipating and solving major issues of scientific activities;
- Models the values and vision of the ITER Project including expectations from the Code of Conduct.

Experience & Profile

- ***Professional Experience:***
  - Demonstrated experience in fusion research experiments, and management within complex international environments or Projects;
  - Ability to obtain and maintain French Security clearance.
- ***Education:***
  - PhD degree or equivalent in physics field or other relevant discipline;
  - The required education degree 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).
- ***Technical competencies and demonstrated experience in:***

- Leading and managing scientists and activities to meet goals on time;
- Operation of research infrastructures, preferably in the nuclear fusion field;
- Scientific advancement of Tokamaks and/or other magnetically confined plasma research infrastructures;
- Project engagement in large construction Project with multi-national collaboration;
- Inclusive leadership (maintaining healthy working environment), with a high level of objectivity, professional integrity, diplomacy, tact, political acumen, and focus on motivating and developing staff;
- 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;
- 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'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;
- Coordinating complex scientific construction Projects from construction to operation phases providing effective leadership in management structures in similar international or intergovernmental settings is a strong advantage;
- Scientific and technical knowledge of a Tokamak machine and fusion facility would be considered a strong advantage;
- Knowledge of the ITER Project would be considered a strong advantage.

- ***IO Core Behavioral Competencies:***
  - Collaborate: Ability to facilitate dialogue with a wide variety of contributors and stakeholders;
  - Communicate Effectively: Ability to adjust communication content and style to deliver messages to work effectively in a multi-cultural environment;
  - Drive results: Ability to persist in the face of challenges to meet deadlines with high standards;
  - Manage Complexity: Ability to analyze multiple and diverse sources of information to understand/define problems accurately before moving to proposals;
  - Instill trust: Ability to apply high standards of team mindset, trust, excellence, loyalty and integrity.
- ***Additional Behavioral Competencies:***
  - Proven top-level executive managerial skills characterized by approachability, accessibility, openness/transparency, personal integrity, persuasiveness, and the charisma to inspire loyalty of his/her subordinates and reach consensus with stakeholders;
  - Courage: stepping up to address difficult issues, saying what needs to be said;
  - Decision Quality and Accountability: using judgment to make timely decisions move the organization forward, holding self and others accountable to meet commitments;
  - 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;

- 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.