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Job Description

## Technical Lead (Management and Capacity Building)(P5) - (2018/0204 (013136))

Organization: NENP-Nuclear Power Engineering Section

Primary Location: Austria-Vienna-Vienna-IAEA Headquarters

Job Posting: 2018-03-27, 2:40:00 PM

Closing Date: 2018-05-08, 11:59:00 PM

Duration in Months: 36

Contract Type: Fixed Term - Regular

Probation Period: 1 Year

### Organizational Setting

The objective of the Department of Nuclear Energy (NE) is to foster the efficient and safe use of nuclear power by supporting interested Member States in: improving the performance of nuclear power plants, the nuclear fuel cycle, and the management of nuclear wastes; catalysing innovation in nuclear power and fuel cycle technologies; developing indigenous capabilities around the world for national energy planning; deploying new nuclear power plants; preserving and disseminating nuclear information and knowledge; and advancing science and industry through improved operation of research reactors.

The department has a dynamic, participative and interactive operating environment with inputs received from the Board of Governors, the General Conference, policy and decision-makers, and technical counterparts in Member States and the international development community.

The Division of Nuclear Power comprises the Nuclear Power Engineering Section, the Nuclear Power Technology Development Section, the Nuclear Infrastructure Development Section and the INPRO (International Project on Innovative Nuclear Reactors and Fuel Cycles) Section. The Division provides core engineering, technological, human resource development and management support to interested Member States in the field of nuclear power.

The Nuclear Power Engineering Section (NPES) assists interested Member States in the development of the safe and effective operation of nuclear power plants and in the expansion of existing nuclear programmes. It provides guidance and encourages information exchange on engineering aspects of design, construction, commissioning, operations, maintenance, decommissioning; management, capacity building and management systems; human resource development and performance improvement; expansion planning and strategies; and stakeholder involvement.

### Main Purpose

As a member of the team led by the Section Head and as lead technical expert, the Technical Lead (Management and Capacity Building) guides, coordinates and supervises the IAEA's projects in the area of management and human resources in the nuclear industry.

### Role

The Technical Lead (Management and Capacity Building) is a: (1) programme planner and implementer, planning, developing and implementing activities aimed at helping States to enhance their nuclear energy programme; (2) scientific secretary, planning and leading complex Technical Meetings; and (3) technical and project officer, evaluating complex technical cooperation (TC) projects in the area of management and human resources in the nuclear industry.

### Functions / Key Results Expected

- Plan, guide, coordinate and monitor the implementation of the activities in the field of management support including human resource development in accordance with Member States' needs, including but not limited to management systems, nuclear workforce planning and management and stakeholder involvement, in compliance with the requirements and recommendations of the IAEA's guidance in these areas.
- Coordinate the provision of specialized technical input to technical cooperation projects in the subject area and provide technical guidance; evaluate proposals and develop work plans; provide support in planning and implementing training courses and workshops.
- Broaden and deepen the field of knowledge by organizing scientific meetings related to the specialized field, and serve as scientific secretary; prepare scientific programmes and contribute to the preparation and editing of scientific reports, manuals, proceedings and other scientific publications; prepare and organize in-house meetings in support of the Section's scientific programme.
- Maintain the high standing and recognition of the IAEA in the scientific community by representing the IAEA at national and international meetings as required; establish and maintain contacts with individual scientists at various centres and in other relevant international organizations, committees and scientific societies.

### Competencies and Expertise

#### Core Competencies

Name	Definition
Planning and Organizing	Plans and organizes his/her own work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans.
Communication	Communicates orally and in writing in a clear, concise and impartial manner. Takes time to listen to and understand the perspectives of others and proposes solutions.
Achieving Results	Takes initiative in defining realistic outputs and clarifying roles, responsibilities and expected results in the context of the Department/Division's programme. Evaluates his/her results realistically, drawing conclusions from lessons learned.
Teamwork	Actively contributes to achieving team results. Supports team decisions.

#### Functional Competencies

Name	Definition
Client orientation	Helps clients to analyse their needs. Seeks to understand service needs from the client's perspective and ensure that the client's standards are met.
Commitment to continuous process improvement	Plans and executes activities in the context of quality and risk management and identifies opportunities for process, system and structural improvement, as well as improving current practices. Analyses processes and procedures, and proposes improvements.
Judgement/decision making	Consults with supervisor/manager and takes decisions in full compliance with the Agency's regulations and rules. Makes decisions reflecting best practice and professional theories and standards.

Required Expertise Function	Name	Expertise Description
Nuclear Engineering	Human Resource Development	Sound knowledge of developments and principles relating to the field of human resource management for organizations responsible for nuclear facilities
Nuclear Engineering	Project Management	Expertise in the management of nuclear organizations and projects related to management and human resources.
Nuclear Engineering	Stakeholder Involvement for NPPs	
Nuclear Engineering	Workforce Planning	

### Qualifications, Experience and Language skills

- Master's Degree - Advanced university degree in engineering, management or in human resource development.
- Minimum 10 years of recent relevant management and human resource development experience in nuclear power, commissioning and operation activities, including at the international level.
- In-depth knowledge of and experience in the principles and developments relating to the field of human resource management for organizations that are responsible for nuclear facilities.
- Comprehensive experience in the management of nuclear organizations and projects related to management and human resources.
- Experience in organizational culture and its relationship with human resource development is desirable, particularly related to organizations that are responsible for nuclear facilities.
- Experience of working in a national/international nuclear organization or institute essential.
- Excellent oral and written command of English. Knowledge of other official IAEA languages (Arabic, Chinese, English, French, Russian and Spanish) is an asset.

### Remuneration

The IAEA offers an attractive remuneration package including a tax-free annual net base salary starting at **US \$85543** (subject to mandatory deductions for pension contributions and health insurance), a variable [post adjustment](#) which currently amounts to **US \$ 45851\***, dependency benefits, [rental subsidy](#), [education grant](#), [relocation](#) and [repatriation expenses](#); 6 weeks' annual vacation, [home leave](#), [pension plan](#) and [health insurance](#)

### Applications from qualified women and candidates from developing countries are encouraged

Applicants should be aware that IAEA staff members are international civil servants and may not accept instructions from any other authority. The IAEA is committed to applying the highest ethical standards in carrying out its mandate. As part of the United Nations common system, the IAEA subscribes to the following core ethical standards (or values): [Integrity](#), [Professionalism](#) and [Respect for diversity](#). Staff members may be assigned to any location. The IAEA retains the discretion not to make any appointment to this vacancy, to make an appointment at a lower grade or with a different contract type, or to make an appointment with a modified job description or for shorter duration than indicated above. Testing may be part of the recruitment process

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