

Solicitation Announcement For the Position of Director-General of the ITER Organization

Position Description

Position Overview

The ITER Director-General (DG) is the chief executive of the ITER International Fusion Energy Organization (IO), which was established in 2007 by a formal agreement¹ 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. 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 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. 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. As the IO chief executive, the DG is appointed by and accountable to the ITER Council (IC), which is the supreme governing body of the IO that is composed of senior representatives of the seven ITER Member governments. The term of service for the DG position is five years, with the possibility of being re-appointed for a second term of up to five years. As per the ITER Joint Implementation Agreement (JIA), the DG must be a citizen of one of the seven ITER Members.

Responsibilities

In general terms, the DG is held responsible to the IC for taking all measures for the management of the IO, the execution of its activities, the implementation of its policies and the fulfillment of its purpose. At this stage, that purpose is to expeditiously, safely and cost effectively complete the ITER Construction Phase and begin transitioning into the Operations Phase in such a way that the ITER facility can achieve its scientific and technological objectives. Thus, the DG's job is quite

¹ The Agreement on the Establishment of the ITER International Fusion Energy Organization for the Joint Implementation of the ITER Project, which is known as the ITER Joint Implementation Agreement, or JIA.

comparable to running any extremely large (multi-billion Euro scale) international enterprise aimed at constructing and operating a complex research or industrial facility.

The DG is responsible for performing a wide range of duties that include:

- Exercising strategic vision and setting major priorities that will be necessary for the IO to deliver an ITER facility capable of and ready for achieving its scientific and technological mission in compliance with the JIA and IC directives.
- Keeping the IC and its advisory bodies informed in both a transparent and timely manner of the Project's progress and significant emerging/ongoing issues, as well as major risks and opportunities.
- Interacting with the IC Heads of Delegation and senior ITER Members' government officials in supporting the goals and interests of the Project and of the IO.
- Communicating and interacting with the ASN to ensure the IO's compliance with all applicable laws and regulatory requirements, while at the same time adhering to the IC-approved Project Baseline construction schedule. Related to this, the DG is also required to obtain all of the permits and licenses necessary for the construction, operation, and exploitation of the ITER facility in conformance with applicable French environmental, security, safety, and health regulations.
- Directing all ITER Construction Phase (and eventually Operations Phase) activities according to the IC-approved Overall Project (Baseline) Schedule and Overall Project (Baseline) Cost, and reporting progress (as measured by key project performance indices) to the IC. Implicit in this, the DG must make timely decisions within his/her authority on matters of a substantial managerial and technical nature that enable the on-time accomplishment of major construction schedule milestones within quality and nuclear safety requirements.
- Planning, coordinating and closely collaborating with the seven Members' Domestic Agencies (DAs), who are responsible for designing, manufacturing, testing and delivering various components and systems to the ITER Project Site.
- Fostering further collaboration and integration between the IO and Members' DAs in the spirit of "one project – one team."
- Organizing and supervising the integration, assembly, installation, testing and commissioning of an enormous number of components and systems, many of which are first-of-a-kind.
- Managing risks to the project's scope, schedule and cost in a quantitative, proactive manner. Devising and implementing appropriate risk mitigation strategies.
- Responding to emerging issues and opportunities with timely, pragmatic and effective solutions.
- Overseeing and guiding the implementation of appropriate Systems Engineering, Configuration Management and Quality Assurance programs.

- Overseeing the procurement and the performance of the IO's numerous industrial and support contractors who are engaged in the full range of Construction Phase activities.
- Recruiting, developing, retaining, organizing and leading a team of highly skilled and competent IO staff of various backgrounds and nationalities, in accordance with the IO Staff Regulations.
- Ensuring that the IO's various financial obligations are satisfied in a timely manner, such as maintaining the total budget for the Construction Phase and Operations Phase, preparing and submitting future annual budget estimates to the IC, updating the ITER Project Plan and Resource Estimates, and providing accurate financial reports to the IC.
- Promoting interaction and collaboration with national and international organizations in the field of nuclear energy, nuclear fusion and regulation, as well as among the relevant domestic and international fusion research programs of the Members and between such programs and the IO.
- Preparing experimental plans to guide machine operation and ensure a smooth transition from machine commissioning through First Plasma, and then further into operation and experimentation.

Essential Skills and Qualifications

To be a competitive candidate for this position, applicants must have:

- A successful and proven track record of leading and directing one or more large construction project organizations that completed their planned scope and achieved their key performance parameters, with due respect of their authorized schedule and cost baselines.
- Broad international/multi-cultural experience and proven leadership ability in his/her previous positions, preferably in similar international or intergovernmental settings.
- Effective communication and coordination skills and demonstrated ability to represent the organization at the highest level with government officials, the media, a wide range of stakeholders, academic institutions, and various regulatory agencies. This includes the ability to effectively communicate in English, the official language of the ITER Project.
- Substantive scientific and managerial experience, with preference given to management of large and complex projects or international organizations that involved regulated nuclear construction and/or complicated technologies together with quality management (not necessarily in fusion research). Experience in interacting with industrial and/or nuclear safety regulatory authorities is also desirable.
- Experience in driving a project culture that underpins and maintains safe and secure working conditions and enforces the highest standard of safe, healthy, and secure work practices.

- 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.
- Experience in setting up and maintaining a healthy working environment by leadership style that can inspire people of various backgrounds and nationalities, and has high moral standards.
- Ability and willingness to delegate authority, solicit and consider the inputs and opinions of his/her subordinates with self-confidence, and make timely decisions as warranted.
- Capacity to communicate strategic direction to the IO staff and ensure full IO-DA organizational integration.

Job Location and Travel Requirements

This position's primary work location will be at the ITER Headquarters in St Paul-lez-Durance, France. Although teleconferencing will be largely used in lieu of travel, travel to visit and confer with officials of the ITER Members' governments and Domestic Agencies will be necessary from time to time.

Compensation and Benefits

This position carries a competitive executive-level financial compensation and benefits package along with certain perquisites. Details will be shared with applicants who reach the interview stage.

Application Process

Application Content

Responsive applications shall be composed of a curriculum vitae (CV), along with a cover letter addressed to the ITER DG Recruitment Search Committee (SC). The CV must contain, at a minimum, the following information:

- Full name, contact information (postal address, e-mail address(es), telephone number(s)), and location and date of birth;
- Citizenship(s), native language, level of proficiency in English (and other languages);
- Summary of educational qualifications (each degree type and level, main course of study, date of completion, name of institution and location);
- Detailed chronological career history (with the dates having served in each position, starting with the most recent position) – it should describe major job responsibilities, numbers of personnel supervised, and significant achievements, especially those pertinent to the qualifications contained in the Position Description; and
- Self-assessment of main professional competencies.

Applications need not include lists of references or publications as these will not be used in the evaluation process.

As for the cover letter, it should concisely convey the applicant's:

- Motivation for applying;
- Familiarity with ITER and its mission;
- Understanding of the position and its responsibilities;
- Vision for how they would lead the IO and the ITER Project; and
- What special experiences and talents they have that would make them successful as the next DG.

Application Submission

Following the date of the solicitation announcement, there shall be a 30-day application submittal period. Thus, all applications are to be submitted via e-mail² to the SC central collection point (ICSecretariat.SC@iter.org) on or before the submission deadline. In response, applicants will promptly receive an acknowledgement e-mail from the SC that will verify receipt of their application.

Evaluation Process

Initial Evaluation of Applications

In the initial evaluation stage, the SC will evaluate the applications that have been received by the submission deadline based on how well each applicant satisfies the qualifications listed in the Position Description. The SC will then send interview invitations to the top tier of applicants and it will also notify applicants who are not invited for an interview of this decision. The SC interviews will be conducted about 4 weeks after the solicitation period ends at a central European location that is easily accessible by air travel, such as Paris, France or Frankfurt, Germany. Based on these interviews, the SC will select and forward a short list of candidates to the ITER Council³ for their consideration.

Selection from the Short List

The final stage of evaluation will consist of a second round of interviews of the short-listed candidates, this time conducted by representatives of the ITER Council Members. As before, these interviews will take place at an easily accessible location in central Europe, although perhaps a different one. Following these interviews, the IC will make its choice of a DG appointee to succeed the current DG and serve for a period of five years.

² The cover letter and CV should be attached as PDF files.

³ The ITER Council, composed of representatives from the seven ITER Member governments, serves as the governing board of ITER to which the Director-General reports.