Position Description
Director-General of the ITER Organization

Responsibilities

As the chief executive of the ITER Organization, the ITER Director-General is accountable to the ITER Council for the management of the ITER Organization, the execution of its activities, the implementation of its policies, and the fulfillment of its purpose. For that purpose, the Director-General is supported by senior managers covering all technical, managerial, engineering, safety, scientific, and administrative aspects of the Project. At the present stage of the ITER project implementation, the main objective of the ITER Organization and of its management is to expeditiously, safely and cost effectively complete the ITER Construction Phase and begin transitioning into integrated commissioning and the Operation Phase in such a way that the ITER facility can achieve its scientific and technological objectives. Thus, the Director-General's job is comparable to running any large (multi-billion Euro) international enterprise aimed at constructing and operating a complex and highly regulated research or industrial facility.

Consistent with the roles and responsibilities of the Director-General of ITER Organization defined in the Article 7 of the ITER Agreement, the Director-General is responsible for performing a wide range of duties which also include:

- Exercising strategic vision, proposing to the ITER Council appointments of senior staff and main management structure of the ITER Organization, and setting major priorities that will be necessary for the ITER Organization to deliver ITER as a facility capable of and ready for achieving its scientific and technological mission in compliance with the ITER Agreement and the directives of ITER Council.
- Keeping the ITER Council and its subsidiary 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 Heads of Delegation of the ITER Council and in coordination with them with other representatives of ITER Members in supporting the goals and interests of the Project and of the ITER Organization.
- Communicating and interacting with the French nuclear safety regulator (ASNR)[1] to ensure the ITER Organization's compliance with all applicable laws and regulatory requirements for nuclear safety and radiation protection, while at the same time adhering to the ITER-Council-approved Project Baseline construction schedule. Related to this, the Director-General is also required to ensure that the ITER Organization obtains in due time all necessary permits and licenses for the construction, operation, and exploitation of the ITER facility in compliance with the Article 14 of the ITER Agreement[2].
- Directing all ITER Construction activities with due consideration of future Operation Phase activities, in accordance with the ITER Council-approved Overall Project Baseline Schedule and

[1] Autorité de sûreté nucléaire et de radioprotection

[2] "The ITER Organization shall observe applicable national laws and regulations of the Host State in the fields of public and occupational health and safety, nuclear safety, radiation protection, licensing, nuclear substances, environmental protection and protection from acts of malevolence"

Overall Project Baseline Cost. To this end, the Director-General must make timely decisions within their 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.

- Reporting progress to the ITER Council through key project performance indicators;
- Ensuring the application of project management best practices throughout the ITER Organization.
- Planning, coordinating and closely collaborating with the seven Members' Domestic Agencies, which are responsible for designing, manufacturing, testing, and delivering various components and systems to the ITER Project.
- Continuing to foster and develop collaboration and integration between the ITER Organization and Members' Domestic Agencies.
- Proposing to the ITER Council changes to the main management structure of the ITER Organization and adjusting the detailed structure as necessary for an efficient execution of the integration, assembly, installation, testing, and commissioning of a large 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.
- Ensuring the quality and fitness of the components and systems procured for use by the ITER Organization.
- Overseeing the procurement and performance of the ITER Organization's numerous industrial and support contractors who are engaged in the full range of Construction Phase activities.
- Appointing staff according to project needs following the ITER Organization's Staff Regulations and on the basis of their qualifications, taking into account an adequate distribution of posts among the Members in relation to their contributions.
- Managing and directing the ITER Organization's resources and internal processes to ensure that financial obligations are satisfied in a timely manner, such as maintaining the total budget for the Construction Phase and Operation Phase, preparing and submitting future annual budget estimates to the ITER Council, updating the ITER Project Plan and Resource Estimates, and providing accurate financial reports to the ITER Council.
- Promoting interaction and collaboration with national and international entities and 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 ITER Organization.
- Overseeing the development of experimental plans to guide machine operation and ensure a smooth transition from machine commissioning into operation and experimentation.

Candidates will be evaluated on the basis of an overall assessment of Skills and Qualifications listed below.

Skills and Qualifications

- A successful and proven track record of leading and directing one or more large construction projects that completed or are successfully progressing toward completing, their planned scope and achieved their key performance parameters, with due respect to their authorized schedule and cost baselines.
- Broad experience and leadership ability in their current or previous positions, and experience in formulating high-level strategies.
- Strategic judgement, consensus building and communication skills, including demonstrated ability to represent the organization at the highest level towards government officials, the media, a wide range of stakeholders, academic institutions, private sector companies including fusion startups, and various regulatory agencies.
- Scientific / technical / executive management experience, with preference given to the management of large and complex projects or organizations that could involve nuclear and/or fusion facility construction, complicated technologies together with quality management protocols. (not necessarily in fusion research).
- Governance leadership with 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 organizational and managerial competencies characterized by approachability, accessibility, openness/transparency, personal integrity, persuasiveness, and the charisma to inspire loyalty in their staff and collaborators and to reach consensus with stakeholders.
- Ability and willingness to delegate authority, solicit and consider the inputs and opinions of staff with self-confidence, and make evidence-based decisions and maintain accountability for timely execution.
- Capacity to communicate strategic vision and direction to the staff of the ITER Organization and ensure full organizational integration between the ITER Organization and Domestic Agencies.

Additional Skills and Qualifications considered as assets

- Familiarity with the ITER Project and experience in interacting with industrial and nuclear safety regulatory authorities.
- Experience with large-scale technical or scientific international entities.
- Broad experience in their current or previous positions, involving international or inter-organizational collaborations. Capacity to maintain a healthy working environment by leadership style that can inspire people of various backgrounds and nationalities and demonstrates high moral and ethical standards.