Vacancy Announcement
for the Position of Director-General of the ITER Organization
Based in St Paul-lez-Durance (South of France)

The ITER Council wishes to announce the opening of the vacancy for the position of the Director-General of the ITER Organization.

Position Overview and Main Mission

The Director-General of the ITER Organization is the chief executive of the ITER International Fusion Energy Organization, which was established in 2007 by a formal ITER Agreement among its seven Members (the 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 Agreement is the basic legal act of the ITER Organization which the Director-General is required to follow.

ITER Organization's purpose as stated in the ITER Agreement 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 Organization, an international organization with an independent legal entity, is the Design Authority and Owner-Operator of the ITER facility which is a nuclear facility. The ITER Organization shall observe applicable national laws and regulation of the French State in the fields of public and occupational health and safety, nuclear safety, radiation protection, licensing, nuclear substances, environment protection and protection from the acts of malevolence. The Director-General is the ITER Organization representative responsible to the Nuclear Safety and Radiation Protection Authority (ASNR) for compliance with all French applicable laws and regulations that govern nuclear safety in France.

The ITER Headquarters is located at the ITER site in St Paul-lez-Durance, France, and its staff of over 1,000 people come from the seven ITER Members.

The ITER Organization and its industrial contractors are presently engaged in the overall construction of the ITER facility, a "mega-project" involving not only a large scale of civil construction but also the assembly and installation of various technically sophisticated components and equipment, mostly first of a kind, provided as in-kind contributions by the ITER Members.

Once the ITER facility commences research operations, the ITER Organization will, in partnership with researchers from the seven ITER Members, will implement the ITER Research Plan to achieve its scientific and technological mission.

As the chief executive of the ITER Organization, the Director-General is appointed by and accountable to the ITER Council, which is the principal governing body of the ITER Organization, composed of senior representatives of the seven ITER Members.

In accordance with the ITER Agreement, the Director-General shall not seek or receive in the discharge of their duties instructions from any government or from any authority external to the ITER Organization. The successful candidate will furthermore be expected to demonstrate a high level of commitment to the Project, provide clear strategic leadership to the ITER Organization and assume overall responsibility for its performance. The job requires active involvement in the management of the ITER Organization and corresponding decision-making as well as active engagement with stakeholders and delivery on the strategic objectives of the ITER Organization.

The term of service for the Director-General position is five years, with the possibility of being extended once only, for a second final term of up to five years, if invited to do so by the ITER Council. The Director-General must be a citizen of one of the seven ITER Members.

Please see the attached/linked Position Description for further details.

Job Location and Travel Requirements

The primary job location will be the ITER site in St Paul-lez-Durance, France. Although teleconferencing will be largely used in lieu of travel, travel to ITER Members in order to confer with officials of their governments, Domestic Agencies and stakeholders will be necessary.

Compensation and Benefits

This position carries a competitive executive-level financial compensation and benefits package comparable to other complex international organizations, as applicable to the individual situation. Final remuneration conditions and benefits may be negotiable depending on specific conditions related to the successful candidate's situation.

Selection Procedure Timeline and Employment Starting Date

The selection process is expected to be completed approximately six to nine months following the date of publication of the vacancy announcement. The employment of the successful candidate is foreseen to begin in fall 2027. In order to facilitate an orderly transition, an overlap period between the outgoing and incoming Director-General is foreseen. The duration of this period will be a matter of joint decision between the successful candidate and the ITER Council.

Application Process

Application Content

Applications from interested candidates shall be in English, composed of a curriculum vitae (CV), along with a cover letter addressed to the ITER DG Selection Board. The CV must contain, at a minimum, the following information:

- Full name, contact information (postal address, e-mail address(es), telephone number(s)), location and date of birth;

- Citizenship(s), native language, level of proficiency in English (and other languages if applicable);
- Summary of educational qualifications (specifying for each obtained degree its type and level, main course of study, date of completion, name and seat of the institution awarding the degree and location(s) of study);
- Detailed chronological career history (with the dates of employment in each position, starting with the most recent) – it should describe major job responsibilities, numbers of personnel supervised, and budget(s) under personal responsibility as well as significant achievements, especially those pertinent to the qualifications contained in the Position Description; and

Applicants are encouraged to keep their applications brief and concise. 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 ITER Organization and the ITER Project; and
- Special experience and talents they have that would help them to be successful as the ITER Organization's Director-General;
- The applicant should include a closing confirmatory statement that his / her application is complete and fully responsive to the requested content and information.

Application Submission

Applications must be submitted within 60 calendar days following the date of the solicitation announcement. All applications are to be submitted via e-mail[1] to the Selection Board central collection point (ICSecretariat.SB@iter.org). Applicants will promptly receive an acknowledgement e-mail from the Selection Board that will certify receipt of their application.

Evaluation and Selection Process

Eligibility of Applications

The applications received by the submission deadline (and only those) will be checked for each applicant's eligibility taking into account the following criteria:

- Citizenship of one of the ITER Member States
- Completeness of the application package with respect to the above-prescribed application content

[1] The cover letter and CV should be attached as PDF files.

Evaluation of Applications

The Selection Board will evaluate all eligible applications and identify the applicants who are best fulfilling the requirements corresponding to the Responsibilities, Skills and Qualifications listed in the Position Description (Attached/Link). The Selection Board will then invite the top-tier applicants for initial interviews. At the same time, the Selection Board will not further consider applications other than top-tier application in the subsequent selection process. The Selection Board will also notify applicants who are not invited for an interview that their application would not be further considered in the selection procedure and no further correspondence would happen with respect to the selection process with the applicants.

The Selection Board initial interviews will be conducted preferably at a location in Paris, France about 6-10 weeks after the applications submission deadline. However, the teleconferencing mode of interview may be arranged if requested by applicant with justification and agreed by the Selection Board. Based on these interviews, the Selection Board will select a short list of candidates to be considered by the ITER Council[2] .

Final Selection from the Short List

The final stage of selection will consist of a second round of in-person interviews of the short-listed candidates conducted by the ITER Council. These interviews will take place at a location in Paris, France in spring 2027.

Following these interviews, the ITER Council will select and appoint the new Director-General. The selected appointee will be expected to succeed the current Director-General in autumn 2027 following a period of overlap between the outgoing and incoming Directors-General. This overlap period will be of a limited duration necessary to ensure an orderly and efficient transfer of leadership for the ITER Organization.

Any questions or clarifications needed by candidates can be sent to ICSecretariat.SB@iter.org.

[2] The ITER Council, composed of representatives from the seven ITER Member governments, serves in accordance with the ITER Agreement as the highest ITER governance instance to which the Director-General reports.