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**BROOKHAVEN
NATIONAL LABORATORY**

managed for the U.S. Department of Energy by Brookhaven Science Associates,
a company founded by Stony Brook University and Battelle

Recruitment for the Department of Safeguards

Donna Occhiogrosso

The following positions are being
advertised by the IAEA
Department of Safeguards:

Section/Unit Head

Unit Head (P-5)
System Infrastructure Support
Vacancy Notice No. 2004/056
Deadline: September 03, 2004
Published Salary: \$101,000

Unit Head (P-5)
Section for Information Support
Division of SGIT
Vacancy Notice No. 2004/070
Deadline: September 16, 2004
Published Salary: \$101,000

Unit Head (P-5) **NEW!**
Section OB1
Division of Operations B
Vacancy Notice No. 2004/075
Deadline: October 12, 2004
Published Salary: \$100,000

Quality Control and Contract
Performance Monitoring Officer
Director's Office (P-5)
Division of SGIT
Vacancy Notice No. 2004/901
Deadline: September 28, 2004
Published Salary: \$101,000

Staff Positions:

Safeguards Information Analyst (P-2)
Section for Information Support
Division of SGIT
Vacancy Notice No. 2004/062
Deadline: September 06, 2004
Published Salary: \$58,000

Safeguards Analyst (P-4)
Effectiveness Evaluation Section
Vacancy Notice No. 2004/066
Deadline: September 14, 2004
Published Salary: \$84,000

Unattended Monitoring Engineer (P4)
Section for Installed Systems
Division of Technical Support
Vacancy Notice No. 2004/071
Deadline: September 16, 2004
Published Salary: \$84,000

Cost-Free Expert Positions:

- **03/ISH-002** IAEA Safeguards Information System Re-engineering Project (IRP) (P5)
- **04/PST-001** Quality Management Specialist (P4)
- **02/IIS-009** Imagery Analyst (P4)

The duration of a Cost-Free Expert (CFE) appointment is at the very least, a two-year assignment. CFE personnel are employed by the US government to work at the IAEA. For further information and details regarding these postings, visit the ISPO website at www.bnl.gov/ispo.

USSP Annual Review Meeting

Susan Pepper

The meeting opened with statements from Pierre Goldschmidt, Deputy Director General for Safeguards, and Kenneth Brill, U.S. Ambassador to the United Nations System Organizations in Vienna.

The U.S. Support Program (USSP) Annual Review Meeting was held in Vienna from May 18 to 21, 2004. Representatives of the IAEA and USSP reviewed the status of current U.S. assistance and future needs related to the implementation of safeguards. The U.S. delegation consisted of members of the Subgroup for Safeguards Technical Support (SSTS), and representatives of the International Safeguards Project Office (ISPO), the national laboratories, and the U.S. private sector. DDG Pierre Goldschmidt opened the meeting stating that the past year had been most challenging for the Department of Safeguards. He highlighted issues that are facing the IAEA at the current time that will require assistance from member state support programs and reviewed a history of successes that the IAEA and the USSP had accomplished together.

Kenneth Brill (U.S. Ambassador to the United Nations Systems Organizations in Vienna) made opening remarks on behalf of the U.S. delegation and stressed the importance of the Agency's work on Safeguards and the USSP's support of new technical challenges facing the Secretariat. Ambassador Brill noted that the Safeguards Department does not have the complete range of resident expertise or the resources to independently support its Research and Development program. He reaffirmed the U.S. commitment in the form of continued extrabudgetary assistance and political influence to support a strong Safeguards system. The Ambassador emphasized a partnership approach to address financial and technical challenges posed by projects at Chernobyl and Rokkasho, as well as others that have been identified in the IAEA's R&D plan.

Major topics covered in the meeting included: the new project to re-engineer the State Evaluation Process, the current status and future plans of the project to re-engineer the IAEA's Safeguards Information System, new project areas to address technologies to detect undeclared facilities, development of the next generation surveillance system, the Department of Safeguards' plan for safeguarding pebble bed reactors, the seals development plan, actions remaining to complete development of the Rokkasho Safeguards System, status of Chernobyl Safeguards projects, evaluation of the Safeguards Analytical Laboratory (SAL), and the implementation plan for the Safeguards Quality Management System.

This year's meeting featured presentations by USSP contractors on emerging technologies that could be used by the IAEA for safeguards applications. USSP presentations addressed the following topics:

- XML Data Exchange Format
- Open Source Software Agent Technology
- Data Visualization Applications in Government
- UF6 Detection/Measurement Technology
- Tunable Diode Laser Spectroscopy
- Systems Techniques for Conversion Facility Safeguards Effectiveness
- Image Understanding for Surveillance Analysis
- 3D Laser Scanning for Design Verification
- Choosing Pressure Sensitive Adhesive Seals
- Enterprise planning/management model
- Data Visualization: Integrating GIS with Sensors

IAEA Junior Professional Officer Program

Michael Farnitano

In July, the U.S. Mission to Internal Organizations in Vienna concluded a Memorandum of Understanding (MOU) to support a Junior Professional Officer (JPO) Program at the International Atomic Energy Agency. This agreement makes it possible to start a new program to prepare young

professionals for careers in the nuclear industry and international civil service and to reinforce the multilateral co-operation activities of the U.S. Government. Member States including France, Netherlands, Germany, Japan and Italy have enjoyed the benefits of JPO programs for some time. This new employment mechanism will serve to promote U.S. interests by increasing U.S. representation at the IAEA while it compliments the IAEA's Internship and Cost Free Expert programs.

The JPO program is available for USG extrabudgetary program sponsors to consider funding the employment of junior staff for safeguards and other IAEA activities or projects. We have identified immediate opportunities for a JPO in the Office of Nuclear Security, serving as a junior analyst, and for another assigned to the Safeguards Department Rokkasho Project, functioning as a software developer. IAEA program managers are required to initiate requests for JPOs in a manner similar to the method CFEs are requested, including the preparation of a job description.

Key features of this program include:

- JPOs shall be persons with suitable academic and professional qualifications who, as a rule, are not over 32 years old and lack the practical experience required for employment as safeguards experts or as regular IAEA staff members in accordance with IAEA standards for recruitment.
- Assignments are expected in the areas of engineering, equipment development and maintenance, technical writing, information collection and analysis, software development, information security, and other technical areas.
- Letters of Appointment constitute JPOs as members of the staff of the IAEA, subject to the IAEA Staff Regulations and Rules and entitled to most staff benefits. As such, they will have the status of international civil servants and will be subject to the authority of the Director-General

of the IAEA and will be responsible to him/her in the exercise of their functions.

- The U.S. expects to fund approximately five JPOs per year, subject to the availability of funding. Each JPO would be assigned for a period of twelve months.
- JPOs would be recruited on the basis of salary grade P-1 or P-2 as full-time staff of the IAEA. Two years of relevant work experience after graduation of first university degree is considered a requirement for a P2 salary grade.
- JPOs may be assigned to mission/program critical tasks that cannot be assigned to interns.

Additional information about the program is available from the ISPO Office.

**Visit to Vienna
(May 29 – June 25, 2004)**

Donna Occhiogrosso

Donna Occhiogrosso visited Vienna in June to assist the U.S. Mission, IAEA section, with the Board of Governor's meeting during a time of internal transition, and to support the Vienna ISPO Liaison Officer while undergoing a staff change. Ms. Occhiogrosso met with Catherine Monzel (IAEA Head of Recruitment) to discuss staffing strategy, the new Personal History Form (PHF), the IAEA's online job application system, and the design of a new brochure regarding IAEA employment benefits aimed toward the recruitment of US citizens. She met with Kirstie Hansen (webmaster for content on the IAEA website) who added a link from the IAEA's youth pages to BNL's new online application system for the purpose of student resume submission for the one-year internship program at the IAEA.

Ms. Occhiogrosso consulted with recently selected interns and Cost Free Experts (CFE) to gain insight and feedback toward

improvement of the hiring process. Discussions included the recruitment practices of ISPO, the transition to living in Vienna, working at the IAEA, orientation methods, and the pros and cons of each program

Summer Contractor Visits (June 28 – July 1, 2004)

Barbara Hoffheins

Representatives from ISPO (Susan Pepper, Al Queirolo, Barbara Hoffheins), and the SSTS (Rob Cockerham from State and Dan Fortney from DoD) traveled to Colorado and New Mexico to visit with four POTAS contractors. The goals of these visits were to increase the awareness on the part of ISPO and the SSTS as to the breadth and depth of the contractors' capabilities as they may relate to upcoming IAEA needs, to review the status and progress of POTAS tasks, and to air out any concerns of the parties involved.

On Monday, June 28, the group visited Space Imaging in Denver, Colorado. Thomas Lewis (Director of Global Alliance Programs) hosted the meeting. We were treated to a fascinating array of satellite imagery and imagery enhancement products. Space Imaging is readying a new satellite for launch, IKONOS Block II, which will have increased image collection, storage, and dissemination performance. The company discussed its preparations for a contract with the IAEA to upgrade its Carterra Analyst Expert workstations in the IAEA's Satellite Imagery Analysis Unit and offered some suggestions for reducing the costs of imagery to the Agency.

LANL hosted the USSP group on Tuesday and Wednesday and brought us up to date on the various ongoing tasks. We met with the three former IAEA interns, Angela Thornton, Rohan Gholkar, and Daniel Vega, who were offered summer positions at LANL. They were all enjoying the experience, but mentioned the lack of housing in LANL in the summer. On Wednesday, Shirley Johnson, from the IAEA's Japan Nuclear Fuels Limited project (also related to the POTAS project, Support

for the Development of Safeguards System for the Rokkasho Reprocessing Plant - RRP) joined the USSP group to discuss the LANL RRP projects.

On Thursday morning, the USSP group visited Sandia at its new International Programs building. We heard updates of several POTAS-related endeavors, descriptions of its vulnerability assessment capabilities, and some briefings of new technologies that may be of interest to the IAEA in the future.

Thursday afternoon concluded with a visit to Aquila Technologies Group. In addition to a briefing of current IAEA and Homeland Defense activities, Aquila emphasized its changes to personnel and lessons learned in the quality management of its tasks. Plans were made to make contact with representatives of Areva, Aquila's parent company, at the INMM meeting in Orlando in July.

U.S. Maritime Security Conference and Exposition

Donna Occhiogrosso

Donna Occhiogrosso and Michele Rabatin of ISPO will exhibit a booth for recruitment at the 3rd annual U.S. Maritime Security Conference and Expo in New York City, which will be held in September. The Expo is scheduled to take place at the Jacob Javits Center, with demonstrations and events in the exhibit hall on September 14 and 15, 2004. For further information and details, visit the U.S. Maritime website at www.maritimesecurityexpo.com. If you would like to attend the exhibit hall event, send an email to occhio@bnl.gov to obtain a free pass.

In the past, the U.S. Maritime Security Conference and Exposition has attracted more than 3000 participants and 200 exhibitors and sponsoring companies that represent the highest levels of government and industry from around the world. The conference includes a high-level, two-day conference focusing on protecting ports, harbors, bridges, cargo, containers, oil rigs,

railroads, trucks, power plants, and cargo & passenger ships.

New Interns for the U.S. Support Program to the IAEA Fellowship Program

Catherine Osiecki and Melvyn Morris (BNL OEP)

On May 17, 2004, the International Safeguards Project Office (ISPO) with the Office of Educational Programs (OEP) at Brookhaven National Laboratory (BNL) held an orientation for eight new interns who will be participating in the U.S. Support Program (USSP) to the International Atomic Energy Agency (IAEA) Fellowship Program in Vienna, Austria. They will join five students who began their internships earlier in the year.

Cathy Osiecki reviewed administrative and logistics details, including stipends, travel arrangements, and required paperwork. Next, Barbara Hoffheins and Donna Occhiogrosso of ISPO provided the interns with an overview and the logistics of the IAEA and U.S. Support Program. A guide to living in Vienna was presented by 2002 intern, Christopher Dalton, who will be returning to the IAEA for a one-year position as a software development consultant. Marie Hobson (BNL), a native German speaker, instructed the interns in important German phrases and pronunciations during an introductory lesson. The orientation also gave the interns a chance to meet and get to know each other before they departed for Austria. The orientation was videotaped and interns were individually interviewed to gather some footage for possible orientation and program advertising uses.

This is the third group of students who will be spending one year at the IAEA with the USSP to IAEA Fellowship Program. The Program, which began in 2002, pairs interns from colleges around the country with mentors from the IAEA in fields such as open source information collection, engineering, computer science, and technical writing. The participants in the 2004-2005 Program with their assignments are:

Kathleen Donoghue, Columbia University
R. Gaetano, SGIT/ISH
Christopher Duncan, University of Missouri
F. Claude/S. Robb, SGIT/IIS
Jonathan Essner, Monterey Institute
J. Lepingwell, SGIT/IIS
Andrew Janowczyk, Rensselaer Polytechnic Institute
R. Gaetano, SGIT/ISH
Sinkyung Kim, Monterey Institute
J. Lepingwell, SGIT/IIS
Cherie Knickerbocker, Tennessee Technological Univ.
S. Johnson, SGOA/JNFL
Kendra Klump, Georgetown University
R. Abedin-Zadeh, SGTS/TNS
Jennifer Olszewski, Purdue University
M. Aparo, SGTS/TIE
Francesco Queirolo, Union College
R. Abedin-Zadeh, SGTS/TNS
Indhira Ramirez Long Island University
A. Reynaud, SPR
Jessica Satterfield, University of Georgia
J. Lepingwell, SGIT/IIS
Maryam Tatavosian, Mercyhurst College
J. Lepingwell, SGIT/IIS
Kimberly van Dyke, Rensselaer Polytechnic Institute
M. Aparo, SGTS/TIE



From left to right (standing): Catherine Osiecki, Maryam Tatavosian, Kendra Klump, Chris Dalton, Jessica Satterfield, Cherie Knickerbocker, Donna Occhiogrosso, Barbara Hoffheins, Melvyn Morris. Seated: Francesco Queirolo, Kathleen Donoghue, Christopher Duncan, and Andrew Janowczyk.