The Value of the Junior Professional Officer Program to the IAEA and its Member States

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IAEA Junior Professional Officers

- Sponsored by an IAEA member state
- 32 years old or younger
- 2 years’ work experience
- Work under the guidance of an experienced IAEA staff member
- Scope of work is agreed by the IAEA and the sponsor
- Compensated and treated as a regular staff member, but cost paid by member state
Assignments

- Open source information collection and analysis
- Equipment evaluation, testing, and installation
- Statistical analysis of data
- Software and web development
- Entomology
- Performance strategy
- Project management
- Communications
- Stable isotope analysis
Benefits

- **Augmented human resources**
  - JPOs are a form of extrabudgetary support and supplement the human resources that are supported by the regular budget

- **Efficiency**
  - JPOs perform basic, yet essential work, and free experienced staff can concentrate on more complex activities

- **IAEA can hire people with known capabilities**
  - Former JPOs who apply for regular staff positions can be evaluated based on past performance
Benefits

- **Improved communication**
  - Former JPOs who return to their home member states can improve communication by acting as points-of-contact between member states and the IAEA due to their knowledge of the IAEA.

- **Experience for future positions at the IAEA**
  - JPO positions provide job experience that qualifies them for regular staff positions.
Benefits

- Human resources development
  - Positions provide hands-on work experience
  - JPOs address real workplace needs
  - Future employers, including companies, governments, nuclear facilities, and the IAEA, benefit from the experienced people they can hire
  - JPOs add to the pool of well-qualified candidates for IAEA positions
Benefits

- Insight into IAEA
  - Insight to programs, work environment, and technical needs
  - JPOs learn the procedures and techniques used by the IAEA
  - JPOs transfer knowledge from the IAEA to employers and co-workers
# U.S. Junior Professional Officers

## Assignments to IAEA Departments

<table>
<thead>
<tr>
<th>IAEA Department</th>
<th># JPOs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Cooperation</td>
<td>1</td>
</tr>
<tr>
<td>Nuclear Energy</td>
<td>1</td>
</tr>
<tr>
<td>Management</td>
<td>4</td>
</tr>
<tr>
<td>Nuclear Sciences and Applications</td>
<td>9</td>
</tr>
<tr>
<td>Safeguards</td>
<td>29</td>
</tr>
<tr>
<td>Offices Reporting to the DG</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>45</strong></td>
</tr>
</tbody>
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## Post Assignment Jobs

- **IAEA - Fixed Term**: 24%
- **IAEA - Temporary Assistance**: 18%
- **Industry**: 12%
- **U.S. Government**: 6%
- **National Laboratory**: 6%
- **Other**: 3%
- **Unknown**: 3%

[Brookhaven Science Associates]
Thank you.

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