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Career Progression of Junior Professional Officers

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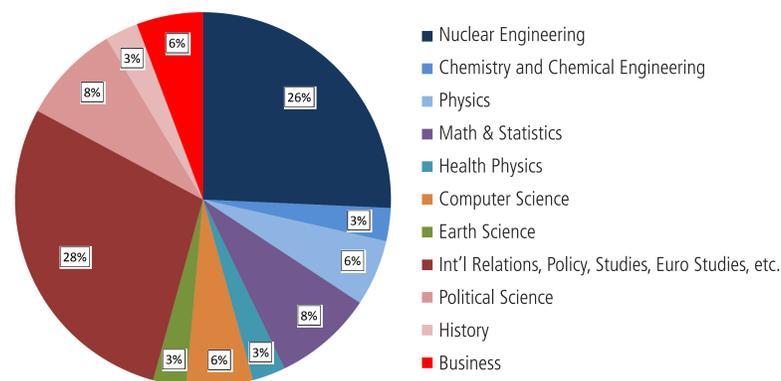
Susan E. Pepper, Joseph Carbonaro, Barbara Hoffheins, and Tanya Collins, Brookhaven National Laboratory

Abstract: The U.S. Support Program to IAEA Safeguards (USSP) has funded more than 25 Junior Professional Officer positions in the IAEA Department of Safeguards since 2005. JPOs are college graduates with zero to two years' work experience who work alongside senior IAEA staff members for one to two years and assist with basic, yet essential work while obtaining valuable experience. They contribute to equipment development, testing, and integration, open source information collection and analysis, and software and database development. This paper will study the trends in career progression for the JPOs who have completed assignments with the IAEA in the Department of Safeguards. Brookhaven National Laboratory, in its role in managing the USSP, has compiled information that can be analyzed for this purpose.

Since 2005, the U.S. Support Program to IAEA Safeguards has approved 35 junior professional officer (JPO) positions. As of June 2015, 27 have completed their assignments, 7 are currently serving in the IAEA Department of Safeguards, and 1 is waiting to begin his assignment.

PRIOR

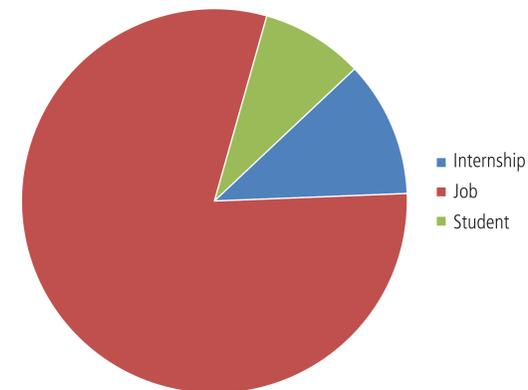
Fields of Study Prior to JPO Assignment



Highest Level of Education Prior to JPO

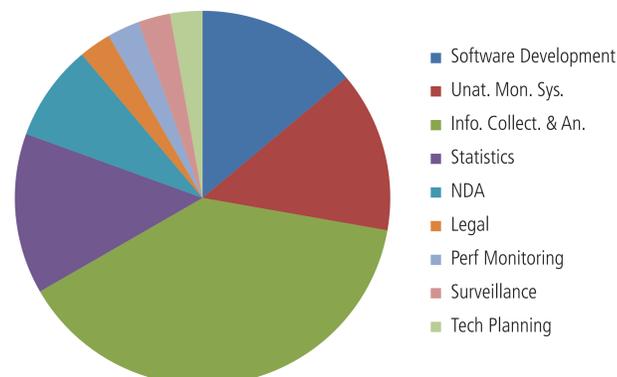
- Doctor of Philosophy – 1
- Juris Doctor – 1
- Master of Business Administration – 1
- Master of Arts – 10
- Master of Science – 15
- Graduate Certificate – 1
- Bachelor of Science – 6

Activity Immediately Preceding the JPO Assignment



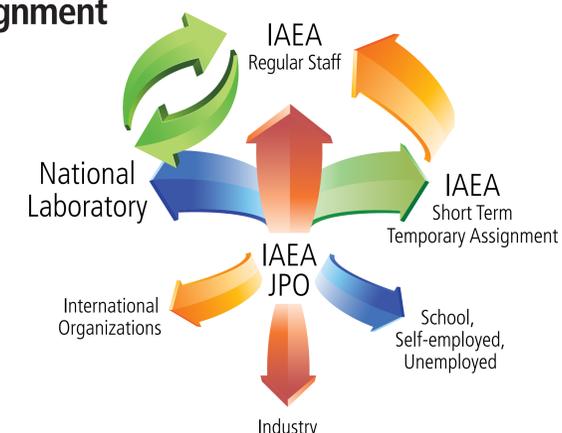
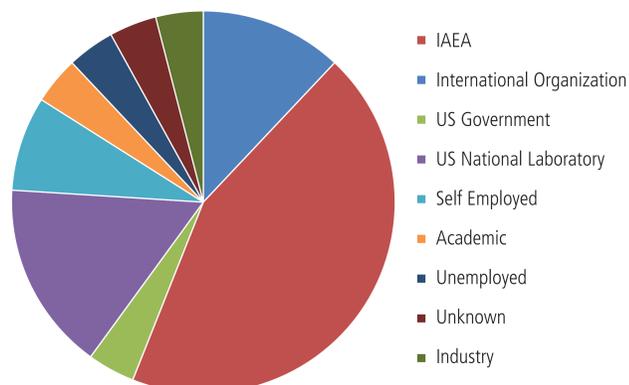
DURING

IAEA JPO Assignments



AFTER

Employment Paths Following the JPO Assignment



Conclusion:

- Most JPOs are recruited from the workplace.
- Graduate degrees are helpful but not essential to landing a JPO position.
- The most common fields of study for successful candidates are nuclear engineering and international studies, which includes international relations, international affairs, and European studies.
- JPO backgrounds are roughly evenly split between science/technology and social science disciplines; however, of those JPOs hired by the IAEA after their JPO assignment, a greater number have backgrounds in science and technology.
- The USSP has sponsored the most JPOs in the area of open source information collection and analysis, but JPO composition in technical support areas has significantly increased in the last several years.
- Following their assignments, JPOs are most likely to work for the IAEA, another international organization, or a U.S. national laboratory.