



Job Description Print Report

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Position Review

Position Number	058159	Position Type	CFE/JPO	Subject to Radiation	Yes	Subject to GD	No
Hyperion Position Number	58159	Fund Type	EBR	Parent Position	006875 Section Head (SGCP-CTR) 5		
Organization	SGCP-Safeguards Training Section	FTE	1	CCOG 1	1J07		
Grade	P5	Duty Station	Vienna, Austria	CCOG 2			
Classified Grade		Position Title	Nuclear Instrumentation Training Expert	Proposed New Title			
Master Version	1	Master Status	Approved	Approval Date	0		
Position Version	1	Position Status	Not Initiated	Approval Date			

Job Description Review

Organization Settings

The Department of Safeguards (SG) is the organizational hub for the implementation of IAEA safeguards. The IAEA implements nuclear verification activities for over 180 States in accordance with their safeguards agreements. The main objective of the Department is to maintain and further develop an effective and efficient verification system in order to draw independent, impartial and timely safeguards conclusions, thus providing credible assurances to the international community that States are in compliance with their safeguards obligations. Safeguards activities are undertaken within a dynamic and technically complex environment including advanced nuclear fuel cycle facilities and complemented by the political and cultural diversity of the countries.

The Department of Safeguards consists of six Divisions: three Operations Divisions for the implementation of verification activities around the world; three Technical Divisions (Division of Concepts and Planning, Division of Information Management, and Division of Technical and Scientific Services); and three Offices (the Office for Verification in Iran, the Office of Safeguards Analytical Services and the Office of Information and Communication Services).

Within the Office of the Deputy Director General, Head of the Department of Safeguards, the Section for Safeguards Programme Coordination serves as the principal advisory body in support of the entire management of the Department including formulation and execution of departmental management policies and procedures. The Section provides internal coordination and support in the areas of programme and budget, human resources, performance monitoring, effectiveness evaluation, communication, reporting and project support.

The Division of Concepts and Planning (SGCP) is responsible for strategic planning, the development and promotion of safeguards concepts and policy, the coordination of

research and development activities, the implementation of the quality management system of the Department, and the provision and development of training.

The Section for Training, one of four sections in the Division of Concepts and Planning, is responsible for the development, coordination and provision of safeguards related training for the Department and for personnel of Member States in relation to their obligations under safeguards agreements with the IAEA. The principal functions and responsibilities of the Section include: the organization and implementation of the training of safeguards staff and Member State personnel; the preparation, coordination and maintenance of documentation required for training; and the maintenance of training facilities.

Main Purpose

As a key member of the Section for Training, under the supervision of the Section Head, the Nuclear Instrumentation Training Expert evaluates and assesses the specific training needs of the Department of Safeguards in the highly sensitive and critical area of Non Destructive Assay (NDA). He/she manages, plans, develops and implements NDA training programmes to meet identified needs, both individual and departmental, including formal training courses, workshops and on-the-job training, in a both technical and staff development oriented approach, ensuring that Safeguards Inspectors are trained at the highest level to successfully perform their verification activities.

Role

The Nuclear Instrumentation Training Expert is:

- (1) an Expert in two key areas: NDA equipment and procedures, key tools for nuclear safeguards; and training engineering, from design to evaluation of training activities;
- (2) a Technical Adviser to inspectors at headquarters and in the field for NDA equipment and techniques; and
- (3) a Specialist and Focal Point for training issues in the development of new NDA equipment and techniques and in the preparation of related procedures and safeguards approaches.

Partnership

As the point of contact for nuclear instrumentation training, the Nuclear Instrumentation Training Expert works closely with all staff within the Training Section. He/ she communicates regularly with officers responsible within the Department of Safeguards for maintaining, updating and improving NDA equipment and techniques. He/she is task officer for tasks developed and implemented with Member States Support Programmes in the area of nuclear instrumentation training. He/she interacts with facility operators or laboratories in order to organize courses in Member States on the use of NDA instrumentation; he/she coordinates maintenance of NDA training equipment and manages the NDA training room (equipment and documentation). He/she keeps abreast of new developments and trends in the field of nuclear instrumentation through regular contacts with worldwide experts or laboratories.

Functions / Key results Expected

Implement the five key steps of the Systematic Approach to Training, particularly for NDA equipment, techniques and procedures: training needs analysis, design of training programmes, development of training material, implementation of training and 4 level-evaluation of training effectiveness. The implementation phase requires in particular to: schedule the availability and use of NDA training equipment for courses organized in Vienna or in Member States; organize courses in Member States on the use of NDA instrumentation; coordinate maintenance of NDA training equipment; and manage the NDA training room (equipment and documentation). As assigned, support other (non NDA) training courses;

Provide NDA training-related information for the preparation of the R&D departmental programme and programmatic elements for the elaboration of the budget of the Section for Safeguards Training;

Provide a training perspective to on-going Agency efforts to prepare and update NDA operating procedures, in the framework of the departmental knowledge management and quality policies. Participate in the definition of requirements and the acceptance process for new NDA equipment. Contribute to the preparation, writing and editing of IAEA

NDA procedures and Documents such as Reference Manuals and Checklist Procedures;

Carry out evaluation of the full programme of the Agency's Internal Course programme, evaluating effectiveness from both learning and cost perspectives, taking into account views and information from Training Officers, operational managers and course participants and evaluating cost-effectiveness of NDA training;

Initiate actions to meet emerging training needs or to anticipate significant development in the area of nuclear instrumentation.

Generic JD Remarks

This JD did not migrate correctly to new system. JD being re-submitted to reflect competences and expertise in the new format.

Competencies

Core Competencies

Competency	Occupational Role	Definition
Communication	Individual Contributor	Communicates orally and in writing in a clear, concise and impartial manner. Takes time to listen to and understand the perspectives of others and proposes solutions.
Achieving Results	Individual Contributor	Takes initiative in defining realistic outputs and clarifying roles, responsibilities and expected results in the context of the Department/Division's programme. Evaluates his/her results realistically, drawing conclusions from lessons learned.
Teamwork	Individual Contributor	Actively contributes to achieving team results. Supports team decisions.
Planning and Organizing	Individual Contributor	Plans and organizes his/her own work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans.

Functional Competencies

Competency	Occupational Role	Definition
Judgement/decision making	Specialist	Consults with supervisor/manager and takes decisions in full compliance with the Agency's regulations and rules. Makes decisions reflecting best practice and professional theories and standards.
Resilience	Specialist	Maintains a high level of performance when facing pressure and uncertainty. Able to remain calm and self-controlled, and to respond logically and decisively in difficult situations.
Technical/scientific credibility	Specialist	Ensures that work is in compliance with internationally accepted professional standards and scientific methods. Provides scientifically/technically accepted information that is credible and reliable.

Expertise

Expertise	Description	Asset
Safeguards Containment and Surveillance	Knowledge and experience in using and/or developing containment and surveillance systems	N
Safeguards Non-destructive Assay	Expert level knowledge in using and developing gamma spectrometry and neutron coincidence counting techniques and equipment for assay of nuclear material	N
Safeguards Nuclear Material Accounting	Use of NDA techniques for verification of nuclear material accounting reports	N
Safeguards Quality Management of Analytical Measurement	Developing and updating procedures for NDA measurements	N

Safeguards Safeguards System, Basic	Understanding of the international safeguards system, from legal and technical standpoints		Y				
Training Training Implementation	Knowledge of the systematic approach to training		N				
Position Specific FC	Occupational Role	Definition					
Position Specific Expertise	Description		Asset				
Languages							
Languages		Asset Languages					
English		Arabic Chinese French Russian Spanish					
Qualification							
Qualification Title		Description					
Master's Degree		Advanced university or equivalent degree in nuclear science, physics or engineering					
Experience							
<p>At least ten years of combined experience in research and industrial applications as well as safeguards experience in nuclear material verification activities including demonstrated experience in designing and presenting training courses;</p> <p>Proven experience in the management of staff and projects, as well as organizational development and change management;</p> <p>Substantial experience in the development and/or use of NDA systems.</p>							
Job Description Remarks							
Requisition							
Contract Type	Fixed Term - CFEA Fixed Term - CFEA	Expected Start Date	01-JAN-21 01-JAN-21	Duration	24 36	Mobility	No No
Fully Competitive Recruitment	No No	Travel	Yes, 25 % of the Time Yes, 25 % of the Time				
Approval History							
Seq.	Name	Category			Status	Date	