

## Job Title: Head of Legal Affairs Division IO0275

Requisition ID **7547** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Managerial - New Posting**

Fusion, the nuclear reaction that powers the sun and the stars, is a promising long-term option for a sustainable, non-carbon emitting global energy supply.

The ITER Organization (IO), based in the southern France, welcomes best talents who can together prepare the way to this new energy in a truly multi-cultural work environment.

We offer challenging assignments in a wide range of areas and encourage applications from candidates with all levels of experience. Applications from under-represented ITER Members' nations and women candidates are strongly encouraged, as IO strongly believes that a diversified, equitable, and inclusive workplace is crucial in solving one of the most complex scientific and engineering projects in the world today.

As the IO attracts and retains people coming from a vast array of different backgrounds and cultures, discrimination and exclusion cannot be tolerated. The IO believes it is our diverse perspectives and background that gives unique strength and value to the ITER mission, regardless of race, member nation, gender, religion, status, sexual orientation, or disability - all are welcome and respected at ITER.

ITER CARE Values (Collaboration / Accountability / Respect / Excellence):

We perform our work with care, we care for the well-being of colleagues, our families and ourselves, and we care about the health of the planet for generations to come. CARE drives our work and our behaviors at ITER.

To see why ITER is a great place to work, please look at this [video](#)

**Application Deadline:** 29/09/2024

**Department:** Administration Department

**Division / Program:** Legal Affairs Division

**Job Family:** Line Management and Group Leaders

**Job Role:** Head of Division

**Job Grade:** D1

**Language Requirements:** Fluent in English (written & spoken)

**Contract Duration:** Initial Employment Contract up to five years with possibility for extension

### Overview

**Do you have an interest in leading and managing Legal Affairs supporting the largest fusion project in the world?** Join the Legal Affairs Division (LGA) to develop and maintain strategies, and related ITER Organization (IO) legal instruments in line with the status of the IO as a public international organization. You will manage matters involving issues of international, public, private and administrative law, as well as French law in specific areas, including interpretation and application of ITER agreements and other instruments governing IO activities and operations

([https://www.iter.org/doc/www/content/com/Lists/WebText\\_2014/Attachments/245/ITERAgreement.pdf](https://www.iter.org/doc/www/content/com/Lists/WebText_2014/Attachments/245/ITERAgreement.pdf)).

LGA sits within the Administration Department (ADM) and provides advice on all legal issues of the IO (including intellectual property management and insurance) and the ITER Project, using a project-oriented approach. LGA ensures the functioning of the IO is in line with its mandate and in accordance with international law, Host State laws, and regulations that the IO observes as a nuclear operator in France pursuant to Article 14 of the ITER Agreement.

LGA provides legal support for all activities of the IO, contributing to the achievement of its goal, including dealing with legal issues concerning cooperation with third parties, contractual relations,

negotiation, and advice on intellectual property rights, contractor's performance, termination, or settlement of disputes as well as international civil service law.

**Success in this role includes but is not limited to:**

- Maintaining effective communication and providing the Director-General (DG), the Deputy Director-General Corporate, the Head of ADM, and the other units from the Project with the legal and compliance advice that is needed to implement the IO's activities;
- Advising efficiently on potential legal risks and proposing relevant mitigation solutions;
- Organizing all ITER legal instruments and overseeing the implementation of the IO policies and decisions from a legal point of view;
- Representing the IO during legal or administrative procedures.

### **Key Duties, Scope, and Level of Accountability**

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- **Primary Responsibilities**

- Defines and adjust IO legal instruments in line with decided policies and agreements with Domestic Agencies (DAs) and other partners;
- Monitors the legal compliance of IO documents through various means, including the analysis of risk to determine qualitative and quantitative legal exposure. This is achieved through the use of qualitative impact studies and quantitative risk modelling;
- Prepares or reviews all formal legal documents and instruments, which aim to implement the provisions from the ITER Agreement, its Annexes and its Related Instruments, Headquarters Agreement with the Host State and Host State law such as the internal rules and regulations of the IO;
- Ensures agreements are in line with latest legal developments and oversees legal awareness for IO staff members and others involved in the ITER Project;
- Provides the IO with legal analyses and advice on best practices for the IO policies and in the context of international cooperation;
- Manages, guides, develops and trains staff under their supervision; fosters teamwork and communication among staff in the ADM and across organizational boundaries;

- **Additional Responsibilities**

- Provides legal interpretation and advice pertaining to questions on international law, the ITER Agreement and its Annexes, the Agreement on Privileges and Immunities, Information and Intellectual Property, ITER Staff Regulations, ITER Project Resource Management Regulations, Headquarters Agreement, Council Rules of Procedure and any other legal instrument developed by the IO;
- Proposes, sets up, and manages insurance policies for the ITER organization as well as insurance claims;
- Prepares answers to questions addressed to the DG from Instances of the ITER Members, or to reports from the Financial Audit Board and the Management Assessor;
- Represents the DG and the IO before courts and/or arbitration bodies, both in written procedures and at hearings as well as in administrative procedures or coordinates IO legal representation.

### **Experience & Profile**

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- ***Demonstrated experience and technical competencies in:***

- **Minimum** 10 years' experience in the field of public law, preferably including experience within a large international organization or construction project, while 15 years would be considered advantageous;
- **Essential competencies and experience** required for success in the role:
  - Manage the legal aspects of international large construction project in Science and Technology;
  - Provide analyses and expertise in writing formal legal documents and instruments for the implementation of a construction project through complex contracts, as well as legal issues related to international organizations;
  - Inclusive leadership (maintaining a healthy working environment), with a high level of headship to motivate and develop staff and to create an inclusive environment;
  - Coordinate and oversee complex legal activities while providing effective leadership in management structures typical of a construction project;

- **Communicate Effectively:** Ability to adjust communication content and style to deliver messages to work effectively in a multi-cultural environment;
  - **Drive results:** Ability to persist in face of challenges to meet deadlines, often short, with high standards;
  - **Manage Complexity:** Ability to analyze multiple and diverse sources of information to understand/define problems accurately before moving to proposals;
  - **Instil trust:** Ability to apply high standards of team mindset, trust, excellence, loyalty and integrity.
  - **Advantageous competencies and experience:**
    - Knowledge of French Law and Regulations which the ITER Organization shall observe pursuant to Article 14 of the ITER Agreement.
    - Certifications or specialization in specific law related to HR, insurance, intellectual property, procurement or finance;
    - Experience in International Arbitration and Dispute Resolution: in managing and resolving disputes through arbitration, mediation, and other forms of alternative dispute resolution.
    - Regulatory Compliance and Permitting: experience of regulatory requirements in France, including environmental regulations, and safety standards. This includes ensuring compliance with local laws and international standards.
    - Risk Management and Mitigation: Experience in identifying, assessing, and mitigating legal and commercial risks associated with large-scale construction projects. This includes understanding insurance policies, warranties, and indemnities.
    - Cross-Cultural and Multijurisdictional Experience: Working across different cultures and legal systems, managing legal teams and stakeholders from various countries, and navigating the complexities of international law and local legal customs.
    - Corporate Governance and Ethics: background in corporate governance, ensuring compliance with internal policies, ethical standards.
    - Intellectual Property (IP) Protection: Experience in protecting intellectual property rights related to construction technologies, designs, and methodologies, including handling IP disputes and licensing agreements.
    - Labor and Employment Law: Knowledge of international labor laws, including employment contracts, worker protections, and expatriate issues, as well as managing labor disputes.
    - Financial and Commercial Acumen: Understanding the financial aspects of large projects, including project financing, cost control, and financial reporting. Experience in negotiating financial arrangements and managing fiscal responsibilities.
    - Crisis Management and Communication: Proven ability to manage crises and unforeseen events, such as accidents, environmental incidents, or geopolitical issues. This includes effective communication with stakeholders, including shareholders, governments, and the public.
  - **Education:**
    - **Essential:** Masters' degree in the field of International or Public Law or other relevant legal discipline;
    - *The required education degree(s) may be substituted by extensive professional experience involving similar work responsibilities and/or additional training certificates in relevant domains.*
  - **Language requirements:**
    - Fluent in English (C1 minimum, C2 advantageous)
    - Advanced command of French (B2 minimum, C1 advantageous)
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***The following items apply to all jobs and job holders for the duration of tenure at ITER Organization:***

- **The CARE Values are a framework of principles that guide our actions and define the culture and spirit of the ITER Project:**
  - Collaboration:** We collaborate with commitment and flexibility using the power of teamwork, building partnerships, and working with others to reach shared objectives;
  - Accountability:** We are accountable for the whole project - we take responsibility for our specific actions and are transparent in our daily work, holding self (ourselves) and others accountable to

meet commitments;

**Respect:** We treat each other with respect and dignity at all times, knowing that all of us belong here. We appreciate the value that our multicultural and diverse community brings to the ITER Project;

**Excellence:** We are driven by excellence; we are agile and innovative while maintaining the highest standards of safety, quality and integrity;

- **ITER Core Technical Competencies:**

- 1) **Nuclear Safety, Environment, Radioprotection and Pressured Equipment**

- 2) **Occupational Health, Safety & Security**

- 3) **Quality Control & Quality Assurance Processes**

- **Knowledge of these competencies may be acquired through on-board training at basic understanding level for all ITER staff members;**

- Implements the technical control of the Protection Important Activities, as well as their propagation to the entire supply chain;
- May be requested to perform other duties in support of the project as defined by your line manager, and when relevant upon the request of the matrix manager;
- May be requested to work outside the ITER Organization reference working hours, including nights, weekends and public holidays, due to business needs - this may include on-call, shift work, etc.
- May be requested to be part of any of the project/construction teams and to perform other duties in support of the project;
- For staff expected to perform on-call, shift hours, or other work outside ITER Organization reference working hours, including nights, weekends, and public holidays, **the possession of a driving license valid in France is required. no commuting vehicle will be provided by the ITER Organization.**
- Informs management of any important and urgent issues that cannot be handled by line or matrix management and that may jeopardize the achievement of the Project's objectives;

The ITER Organization (IO) is an Equal Opportunity organization committed to diversity and inclusive in the workplace.