

## Job Title: Head of Communication IO0739

Requisition ID **7914** - 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:** 22/06/2025

**Department:** Office of the Director-General

**Division / Program:**

**Section / Project:**

**Job Grade:** P4/P5

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

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

**Please note that the entry grade of this position begins at P4 and the final grade offered to the selected candidate is subject to the decision of the IO Director General.**

### Overview

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Are you looking for an exciting opportunity at the heart of an ambitious fusion energy project? Join us as **Head of Communication, within the Office of the Director-General** where your goals will include:

- **Leading a team** of ITER Organization (IO) Communication staff, assigning priorities to achieve objectives.
- **Managing and developing** communication policies and strategies to optimize ITER's external image, internal work environment, and working relationships with key stakeholders.
- **Building engagement** and public understanding of the ITER Project as a collaboration opportunity and global innovation program aimed to make fusion part of a future sustainable energy solution.
- **Fostering an ITER-wide Project culture** built on shared values, common goals, collaboration and delivery on commitments.
- **Demonstrating to key stakeholders** that ITER is returning a strong value on their investment, making progress despite challenges, with effective project management and full transparency.

*The Communication Section aims to develop and implement strategies for effective external communication, internal communication, and communication with ITER partners and stakeholders, which are in line with Project Strategy; and aims to enhance ITER's external image by elevating public understanding of fusion energy, raising awareness of the ITER Project, and showcasing ITER construction and manufacturing progress.*

## Key Duties & Responsibilities

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### Primary Responsibilities

- Develops, plans and implements the ITER communication policy and strategy, monitoring emerging innovative communication trends and adjusting strategies and tools as needed to ensure effective measures of communication for key messages to prioritized target audiences.
- Provides inclusive and effective leadership for the Section, ensuring team members are performing their assigned duties well, are motivated, and are developing their skills and experience for the benefit of themselves and the Project.
- Proposes, implements and monitors the annual communication plan and budget;
- Represents the IO at external exhibits and presents at key conferences, in addition to internal meetings, conferences, and events, whilst acting as spokesperson for the IO.
- Contributes and provides expertise regarding crisis communication as required in close collaboration with the Safety and Quality Department and the Director-General.
- Reviews and approves IO printed and digital communication material, public website, and social media presence ensuring close supervision of content for IO press releases.
- Oversees ITER's internal communication channels, including intranets, digital screens, newsletters, etc., to maintain high internal awareness of project progress, including periodic staff events and celebrations.
- Develops and maintains networks of high-level media contacts as well as with relevant international institutions and other groups.

### Additional Responsibilities

- Oversees ITER's local outreach activities, including contributing to institutional public relations as nuclear operator.
- Promotes coverage of ITER on traditional and social media of priority issues, major events, and project progress.
- Advises the DG, senior managers, the Communication team, and other staff on public affairs issues, methods, element of languages and approaches.

*Please note that job descriptions cannot be exhaustive, and the staff member may be required to undertake other duties, which are broadly in line with the above primary responsibilities.*

## Experience & Competencies

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### Essential:

- **Extensive experience** in a senior or strategic communications role, preferably within a large-scale international project or organization.
- **Public Communication:** Strong experience in development and execution of strategic communication and outreach plans targeting a variety of external audiences. Strong media relations skills and experience acting as a spokesperson.
- **Team Management:** Defining, organizing, and overseeing the day-to-day activities of a unit or team to ensure efficient and effective operations (internal and external).
- **Coaching and Development:** Supporting staff professional growth through coaching, mentoring, and providing opportunities for learning and development contributes to their success and the overall performance of the team.

### Desirable:

- **Stakeholder Management:** Experience in creating and sustaining effective relationships with individuals and organizations that are important stakeholders or persons of influence for a project, activity, or organization.

- **Managing Change:** Implementing and managing organizational or process changes through communication and modelling adaptive actions to gain buy-in and engagement.
- Proficiency in IT technologies relevant to communication, such as content management systems, social media platforms, and data analytics tools.
- Knowledge of fusion energy, the nuclear energy sector and/or scientific research.
- Strategic intelligence, creativity and political sensitivity in using communication channels and tools, including adaptivity to changing environments and emerging trends.
- Proficiency in additional ITER languages.

## Qualifications

### Essential:

- Master's degree or equivalent in Communications, Public Relations, Journalism, Political Science, Scientific Field or other relevant 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.*

*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.