

Job Title: Health and Safety Officer IO1187 & IO1188

Requisition ID 8085 - Posted - (France, 13067 St Paul Lez Durance Cedex) - Safety and Security - 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 will 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.

The IO is committed to fostering a fair and equitable environment across all areas of the project, including compensation and benefits.

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: 31/10/2025

Department: Safety & Quality Department

Division / Program:

Section / Project: Security & Safety Section

Job Grade: P1/P2 ([SALARY SIMULATOR](#))

Language Requirements: Fluent in English (written & spoken)

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

*The selection process will be conducted with the objective of filling **multiple vacant positions** with also the purpose of drawing up a reserve list of rostered candidates for future vacant positions. The reserve list initially remains valid for two years, with the possibility of extension at the Director-General's discretion.*

Please note that the entry grade of this position begins at P1 and the final grade offered to the selected candidate is subject to the decision of the IO Director General.

Overview

Are you looking for an exciting opportunity at the heart of an ambitious fusion energy project? Join us as a Health & Safety Officer where your goals will include:

- Ensuring the health and safety of personnel by implementing and maintaining effective policies and initiatives.
- Conducting risk assessments, enforcing safety regulations and promoting a culture of safety within the organization.

The Security Section aims to ensure security and safety of the ITER site and workers while applying the appropriate regulations.

Key Duties, Scope, and Level of Accountability

Primary Responsibilities

- Analyzes scientific and industrial processes from a health & safety perspective, identifying necessary mitigation measures and supporting their implementation, with a particular emphasis on oversight of responses to malfunction-induced false alarms or spurious events in active systems.
- Throughout the lifecycle of the assigned scope of activity, conducts risk assessments and hazard analyses to identify potential safety risks and develop mitigation strategies.
- Collaborates with relevant partners and performs training, risk assessments and studies.
- Develops, implements and reviews procedures, instructions, plans, emergency protocols and databases, adapting as required to meet evolving needs.
- Reports, enforces, and monitors the implementation and respect of health & safety rules and regulations with an appropriate understanding of the ITER project’s specificity.

Additional Responsibilities

- Performs regular safety inspections of facilities, equipment, and work practices to ensure compliance with safety standards and alignment with applicable regulations and standards.
- Coordinates incident and accident investigations and contributes to planning and roll out of emergency drills.

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.

This position is shift and/or on-call based, and crucial to maintaining continuous operations and ensuring the highest level of service for our stakeholders. This requires shift rotation and/or availability including day, evening, and night shifts, as well as weekends and holidays, depending upon project or team needs;

Experience & Competencies

Essential:

- **Proven experience** in a health & safety role, preferably in a nuclear installation, industrial/construction site, or in active operational environments (industrial, electrical, fluid/hydraulic systems, facilities) and in monitoring and response alarm systems, and plant-based accidents and incidents.
- **Health & Safety Regulations:** Understanding, interpreting, and implementing regulations and standards related to health and safety, ensuring compliance to safeguard individuals in a work setting.
- **Safety Risk Assessment and Management:** Systematically identifying, evaluating, and mitigating potential hazards and risks within a workplace or operational environment to ensure safe and secure work conditions.
- **Analysis, requirements definition, risk identification and management:** Analyse needs and requirements, develop and propose solutions, anticipate and/or manage risk, and cascade customized requirements.

- **Problem Solving** (assess problem, identify root causes and reach practical solutions in a consistent way to meet project objectives).

Desirable:

- **Writing and Presentation:** Writing and reviewing technical documents in the domain of expertise, documenting and transmitting knowledge with data, clarity, and precision.
- **Quality Management:** Knowledge of product and/or management requirements for international quality standards, methods, and practices.

Qualifications

Essential:

- Master's degree or equivalent in Health & Safety, 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.