

Job Title: Legal Officer IO1130

Requisition ID **8165** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Business Operations - 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.

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: 30/11/2025

Department: Administration Department

Division / Program: Legal Affairs Division

Job Grade: P2/P3 (**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 **the below vacant position** 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.*

The ITER Organization (IO) is seeking ambitious lawyers/legal officers who are looking to develop their legal skillset in a challenging environment. If you do not meet all the requirements for this position but are ready to take your career to the next level, we encourage you to apply to this position.

Please note that 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 Legal Officer in the Legal Affairs Division (LGA) where your goals will include:

- Delivering a broad range of high-quality legal services across multiple legal domains in support of the ITER Project, ensuring legal soundness, risk mitigation, compliance with international frameworks, and proposing practical solutions.
- Handling a wide range of multi-disciplinary and often sensitive legal issues involving international institutional law, international administrative law, contract law, intellectual property law and insurance law.

The LGA is a multifaceted and dynamic legal service that plays a key role within the IO and combines a commitment to legal excellence with a solution-oriented approach in support of the ITER Project.

Key Duties & Responsibilities

Primary Responsibilities

- Provides in-depth and independent legal advice on diverse substantive and procedural questions arising at the IO concerning operational, policy and institutional matters.
- Performs extensive legal research and analysis on highly complex and novel legal issues.
- Independently drafts, reviews and negotiates a wide range of complex legal documents, such as agreements and contracts, legal reports and correspondence.
- Identifies legal risks and issues, proposes mitigation strategies, and contributes to the development of the legal framework.
- Contributes to the resolution of claims and the implementation of dispute resolution procedures.

Additional Responsibilities

- Oversees legal research and supervises the preparation of legal documents, including opinions, contracts, agreements and correspondence.
- Contributes to the review and development of legal instruments and policies.
- Develops and delivers legal training to enhance awareness of the legal framework across the organization.

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

Essential:

- **Sustained and progressively responsible professional experience as a lawyer** in a complex and multicultural, international legal environment or international project.
- **Developed core legal skills:** research, analysis, drafting, reasoning, negotiation preferably in the following areas: international institutional law, international contract law and international administrative law, as well as intellectual property law and insurance law.
- **Drafting diverse legal documents** whilst taking into account the specificities and context of complex projects (legal, technical, operational, political, etc.).
- **Legal research and analysis:** Systematically evaluating legal issues to provide insightful, well-reasoned and well-crafted legal opinions. Research, benchmarking, and monitoring of relevant legal developments

- **Demonstrated negotiation ability** to lead complex negotiations, effectively communicate legal positions, collaborate with diverse stakeholders, and secure strategic, mutually beneficial agreements in high-stakes or sensitive contexts.
- **Experience with investigative processes**, preferably within an international organization.
- **Strong organizational skills and ability** to work under pressure and against tight deadlines, and proven ability in critical thinking and effective communication.

Desirable:

- **Expertise in international law**, specifically as regards the law and practice of international organizations.
- **Stakeholder Management:** Identifying, creating and sustaining effective relationships with individuals and organizations that are involved in, exert influence over, or whose interests may be affected by activities.
- **Legal Innovation:** Applying novel legal solutions to adapt to the changing needs, developing policies and guidelines in order to ensure best practices.
- **Directing Work:** Coordinating and guiding legal work.

Qualifications

Essential:

- Master's degree or equivalent in law (international, public or business).

Desirable:

- Bar admission or equivalent qualification.
- *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.