

Job Title: Head of Engineering Services Department IO1205

Requisition ID **8339** - 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. 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: 05/04/2026

Department: Engineering Services Department

Division / Program:

Section / Project:

Job Grade: DDG/D1-D2 ([SALARY SIMULATOR](#))

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 the Engineering Services Department (ESD) supporting the largest fusion project in the world? Join the ITER Senior Management Team to support the achievement of the ITER Project's objectives in compliance with ITER Agreement and regulations through effective and efficient management of engineering resources, competences, and capacity to support the Director-General (DG) and the Head of ITER Construction Project (CP) to achieve the ITER Project's objectives.

This unique opportunity includes acting as main Engineering Resource Provider for the ITER Project, ensuring the availability and proper competence level of the engineering manpower of the organization.

This work is performed in accordance with the ITER regulations, ITER Organization (IO) rules, and aligned with the precise technical baseline management and engineering activities required for assembly, installation, integrated commissioning and operation phases.

You will represent the organization internally and externally at a senior level, modelling the "one Project – one team" spirit of the Project in a matrix organization to streamline engineering transversal functions, as well as deputizing for the DG when requested.

To discover more about the ITER Organization, please follow this link: <https://www.iter.org/about/iter-organization>

Key Duties and Responsibilities

- In cooperation with other departments, supports the development of the strategy as well as resource forecasting for engineering and assembly activities.;
- Leads the ESD by managing resources to efficiently support achievements of the Project milestones within the approved Baseline and maximizing human capital/people's commitment to achieving the ITER Project's goals.
- Manages capacity and provides engineering resources to the ITER Construction Project.
- Provides effective leadership, ensuring that managers and team members are motivated and constantly developing their skills and experience.
- Develops, maintains and shares engineering expertise on ITER, jointly with DAs, to prepare for the future phases of the ITER project.
- Coordinates engineering support in mechanical and plant areas, supporting CAD strategy for the Project to provide services based on Project priorities.
- As a member of the Senior Management team, exercises strategic vision and sets major priorities for the IO.;
- Actively represents and propagates the spirit of "one project – one team" and ensures a highly collaborative approach with the IO senior management and Domestic Agency (DA) leaders to manage and propel the whole ITER Project forward.
- Responds to emerging issues and opportunities with timely, pragmatic, and effective solutions.
- Analyzes and alerts the DG promptly on any issues that would jeopardize the on-time accomplishment of major construction schedule milestones, scope, or impact to quality and nuclear safety requirements, while implementing appropriate risk mitigation strategies for the Project in a pragmatic and proactive manner.

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:

- **Extensive experience** in a managerial capacity in the field of design and construction of complex projects, with proven experience at senior management level within large construction, scientific or technical projects.
- **Demonstrated experience in the implementation of a matrix organizational structure** within the context of a construction project:
- **Driving and Managing Organizational Change:**
 - Management of Project(s) engineering resources in a matrixed organization.
 - Change and transformation including identifying, influencing, setting strategy, and leading implementation.
 - Defining, planning, leading and/or managing organizational changes through communication and modelling adaptive actions to gain buy-in and engagement. Assessing the need for change, creating change strategies, communicating effectively, and overcoming resistance to ensure successful implementation.
- **Driving project engagement** in a large construction Project with multi-national collaboration, creating a climate where people are motivated to do their best to help the organization achieve its objective, by painting a compelling picture of the vision and strategy that inspires others to action.
- **Inclusive leadership** (maintaining healthy working environment), with a high level of headship for motivating and developing staff:
 - Creating an inclusive environment that promotes cross-functional analysis and effective decision making so that leaders are empowered to place decision making at the most appropriate level.
 - Building strong partnerships and working collaboratively and positively with all Project stakeholders
- Coordinating and overseeing complex construction Projects from design to operation phases while providing effective leadership and management structures in an international or intergovernmental

settings.

- **Top-level executive managerial skills** characterized by approachability, accessibility, openness/transparency, personal integrity, persuasiveness, and the charisma to inspire loyalty of subordinates and reach consensus with stakeholders.
- High-level strategic negotiations, using influence with internal and external partners, including the ability and willingness to solicit and consider varying inputs and opinions and make appropriate recommendations and tough decisions.
- Driving a Project culture that underpins and maintains safe and secure working conditions, and enforces the highest standard of safe, healthy, and secure work practice.
- **Quality Management Systems (QMS):** Establishing and maintaining a framework of policies, procedures, and processes to ensure consistent quality management throughout the organization.

Desirable:

- Design and construction of research infrastructures, preferably in the nuclear field.
- Technical knowledge of Tokamak machine, fusion, and facilities would be considered a strong advantage.
- **Courage:** Stepping up to address difficult issues, saying what needs to be said.
- **Decision Quality and Accountability:** Using judgment to make timely decisions move the organization forward, holding self and others accountable to meet commitments.
- **Organizational Savvy:** Maneuvering comfortably through complex policy, process, and people related organizational dynamics to remove obstacles that affect Project performance, move work forward, and engage teams and stakeholders at all levels.
- **Strategic Mindset:** Seeing ahead to future possibilities and translating them into breakthrough strategies.

Qualifications

Essential:

- Masters' or PhD degree or equivalent in Engineering (Mechanical, Electrical, Nuclear, or equivalent)

Desirable:

- Certifications such as project management.

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.