

## A Condition Analysis of the Advance of High Positioned to the IAEA

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### 1. Introduction

Korea carries out an important role in the nuclear community such as the 6<sup>th</sup> biggest nuclear power generator in the world and a key member of GIF and INPRO. Considering an international role in accordance with Korea's nuclear position and establishing a counter plan about sensitive issues, it is necessary that Koreans advance to the IAEA. Until now, Korean advancement of high positioned to the IAEA is not active.

Under such an environment, this paper aimed at developing the strategy for promotion Koreans as a high positioned in the IAEA. To achieve this goal, this study focused on the three subjects such as to analyze situation of the high positioned in the IAEA, to analyze the requirements and conditions for an appointment and to suggest a facilitative strategy.

### 2. Current Situation of high positioned in the IAEA

As of 30 June 2007, the total number of high positioned in the Secretariat was 214 including Director-General, six Deputy Director-Generals and 36 Directors.

As can be seen <table 1> 50% of the staff were from 10 major countries. For example, US(17.8%), Japan(2.8%), Germany(6.5%), UK(9.3%) and so on. Japan has small staff compare with their contribution to the regular budget but most of Japanese took their place in the highest positioned in the IAEA. Korea had five staff of a high position but there was only one person in a policy-making position [1].

Nation	Portion of high positioned (%)	Portion of regular budget (%)
US	17.8	25.9
Japan	2.8	19.5
Germany	6.5	8.7
UK	9.3	6.1
France	3.3	6.0
Italy	3.3	4.9
Canada	2.3	2.8
Spain	2.8	2.5
Netherlands	0.5	1.7
Korea	2.3	1.5
Others	49.1	20.4
Total	100.0	100.0

<Table 1> Portion of High positioned Staff by the Nation.

### 3. Requirements and Conditions for Appointment

Basically, the paramount consideration in the recruitment and employment of staff and in the determination of the conditions of service shall be to secure employees of the highest standards of efficiency, technical competence, and integrity. Subject to this consideration, due regard shall be paid to the contribution of Member States to the Agency and to the importance of recruiting the staff on as wide as geographical basis as possible.

The basic requirements and conditions for an appointment are displayed in <table 2>.

Criteria	Requirement (More than p-5 level)
Educational and technical qualification	To have more than master degree and 15 years of relevant work experience
Personal qualification	Having well-balanced personalities and good communication
Management Skills	Essential of candidates applying for supervisory positions.
Language and computer skills	English is essential and knowledge of word processing, spreadsheets, use databases are necessary

<Table 2> Requirement and Condition for Appointment

Currently, the IAEA strongly supports the principle of "equal rights of men and woman" enshrined in the first sentence of the United Nations Charter. In 1995, the Director General approved an action plan to improve the representation and status of woman within the Secretariat, particularly at high and decision making levels and especially in scientific and technical posts. Measures which have been taken include the establishment of a "Committee on Improvement in the Advancement of Woman" and the adoption of a policy giving preference to well-qualified female applicants in cases of comparable qualifications and suitability [2].

We can categorize two cases from the aspect of the Agency's appointment procedure. Positions especially P-5 and a director's position are generally decided through open competition. In the case of the Deputy Director-General of the highest position, however, it is practice that the agency appoints the candidates through an unofficial procedure by considering a political situation.

#### **4. Facilitative Strategy**

In order to increase the portion of Korea staff in the Professional and high positioned of IAEA, this Study suggests three strategies as below. First, we should establish a government policy about the selection of positions which are related to our nuclear policy. Also information sustenance and management, guide-book publication and training are important. Finally, we need a 'Human Pool' which consists of candidates of the highest standards of efficiency, technical competence, and integrity.

#### **5. Conclusion**

The objective of this study was to analyze the situation for the current high position in IAEA to know the available position and to analyze requirements and conditions for an appointment to improve the portion of Korea staff in the IAEA.

It is expected that this study will contribute to the facilitation of Korean participation as a high positioned in an international organization by supplying a basic strategy.

#### **REFERENCES**

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