



Job Opportunities at the International Atomic Energy Agency

Prepared for the

Next Generation Safeguards Initiative

Videoconference Series by

Argonne and Brookhaven National Laboratories

Delivered August 3, 2011

Presentation Outline

- Introduction to IAEA
- BNL and ANL responsibilities (*Safeguards vs. non-Safeguards*)
- Opportunities for experienced professionals
- Entry-level opportunities

International Atomic Energy Agency



- Proposed in Eisenhower's "Atoms for Peace" speech
- Established in 1957
- U.N. system organization
- Headquarters located in Vienna, Austria
- Received the Nobel Peace Prize in 2005

Three Pillars



- Safeguards & verification
 - *Department of Safeguards*
- Safety & security
 - *Department of Nuclear Safety and Security*
- Science & technology
 - *Department of Nuclear Energy*
 - *Department of Nuclear Sciences and Applications*
 - *Department of Technical Cooperation*

IAEA Employment Requirements

- University degree in relevant subject
- Relevant work experience
- Fluency in English (oral and written)
- Ability to work overseas in an international setting

Additional Desired Qualifications

- Multilingual proficiencies
- International work experience
- Knowledge of IAEA mission, non-proliferation and international security
- Good social skills

BNL Recruitment Responsibilities

- Home of the International Safeguards Project Office (ISPO)
(www.bnl.gov/ispo)
- ISPO is responsible for managing the U.S. Support Program to IAEA Safeguards (USSP)
- ISPO recruits for positions in the Department of Safeguards
 - Regular Staff
 - Cost Free Experts
 - Junior Professional Officers

Safeguards Staffing Needs

- **Chemistry**
 - Destructive Analysis*
 - Environmental Sample Analysis*
 - Secondary Ion Mass Spec.*
 - Thermal Ionization Mass Spec.*
 - Calorimetry*
- **Nondestructive assay**
- **Surveillance**
- **Tamper indicating seals**
- **Information architecture**
- **Software development**
- **Open source information analysis**
- **Unattended and remote monitoring systems**
- **Satellite imagery**
- **Training**
- **Safeguards analysis**
- **Diversion path analysis**
- **Safeguards approaches**
- **Procedures**
- **Quality management**
- **Technical writing**
- **Finance**

ANL Recruitment Responsibilities

- Home of the International Program (<https://international.dep.anl.gov>)
- Manages the U.S. Support Program for IAEA non-Safeguards
- Recruits for positions in all non-Safeguards departments
 - Regular Staff
 - Cost Free Experts
 - Junior Professional Officers

Non-Safeguards Staffing Needs

- **Chemical, Physical & Life Sciences**
- **Nuclear Security** (*Prevention, Detection, Response, Threat Analysis*)
- **Nuclear Safety** (*Regulatory Activities, Health Physics, Assessment*)
- **Environmental Monitoring** (*Terrestrial, Marine, Climate*)
- **Raw Materials** (*Evaluation, Mining, Analysis, Processing*)
- **Power Plants** (*Planning, Operation, Management, Decommissioning*)
- **Fuel & Waste Management** (*Technology, Infrastructure*)
- **Information Technology** (*Systems, Network & Telecommunications*)
- **Human Resources** (*Training, Nuclear Knowledge Management*)
- **Other** (*Human Health, Agriculture, Law, Communications, etc*)

Job Categories



- Regular Staff Positions
- Cost Free Experts (CFEs)
- Junior Professional Officers (JPOs)

Regular Staff

Regular staff are mid- to late-career professionals who work at the IAEA for 5 to 7 years to help the IAEA carry out its mission.

- Approximately 2000 IAEA Staff (*600 in Safeguards*)
- Approximately 12% from the United States
- Vacancies posted online (*www.iaea.org/phf/p_vacancies.asp*)
- Submit applications online (*<https://recruitment.iaea.org>*)

Staff Qualifications & Requirements

- P2 - college degree and 2 years of experience
- P3 - advanced college degree and 5 years of experience
- P4 - advanced college degree and 7 years of experience
- P5 - advanced college degree and 10 years of experience
- Specific requirements for each vacancy
- 3-year initial contract

Cost Free Experts

CFEs are sponsored by the U.S. government to address short term, technical projects for which the IAEA does not have the necessary expertise or manpower.

- Appointments from 2-5 years
- Over 200 experts placed since 1977
- Currently 30 CFEs in assignments (*23 in Safeguards*)

CFE Qualifications & Requirements

- U.S. citizens
- Advanced college degree
- 5 or more years of work experience
- Specific requirements for each vacancy
- 2-year initial contract
- Typically placed at the P3, P4, or P5 level

Safeguards CFEs are advertised on the ISPO website.

Applications should be submitted to ISPO as directed on the website.

Candidates interested in non-Safeguards CFEs should contact ANL.

Junior Professional Officers

JPOs are entry-level employees that obtain professional experience while performing essential duties. The program is intended to introduce a new generation to international civil service and the nuclear industry, and assist IAEA with basic, yet essential work.

- Assignments from 1-2 years
- Over 31 JPOs placed since 2004 (*24 in Safeguards*)
- Currently 14 JPOs in assignments (*12 in Safeguards*)

JPO Qualifications & Requirements

- U.S. citizens (*Safeguards also accepts permanent residents*)
- College degree in relevant field
- 0-2 years of work experience
- Less than 32 years of age
- Ability to work independently
- Typically placed at the P1 or P2 level

Safeguards JPOs are advertised on the ISPO website.

Applications should be submitted to ISPO as directed on the website.

Candidates interested in non-Safeguards JPOs should contact ANL.

IAEA Employment Benefits

- Salaries & benefits of UN Common System
(Education grant, rental subsidy, dependency allowances)
- Relocation expenses
- Family support services
(Housing, schooling, child-care center)
- 6 weeks annual leave & home leave
- Compensatory time off
- Medical insurance and pension plan
- Training and staff development
- Flexible working hours

Living & Working in Vienna



- Culturally rich and close to other major European cities
- Ranked #1 for best quality of living in the world (Mercer)
- Very safe with low crime
- IAEA Working language is English
- Excellent public transportation
- Maintain American citizenship

Support for Potential Applicants

- *Working for the IAEA: A Guidebook for U.S. Citizens*
- One-on-one consultations about opportunities
- Answers to questions about benefits
- Assistance with applications and interviews
- Tracking of applications through the selection process

Application Process – Regular Staff

- IAEA posts vacancy announcements on its website
- Candidate completes application (personal history form)
- Application is submitted online to IAEA
- IAEA electronically reviews the application
- Applications of “qualified” candidates are forwarded to IAEA Section for review
- IAEA Section identifies well-qualified candidates and conducts interviews
- IAEA selects candidates for the short list
- The short list is forwarded to the Director General
- The Director General selects the successful candidate

Note: The process will take at least 6 months and is usually longer.

Application Process – Safeguards CFEs & JPOs

- IAEA submits requests for a position to ISPO
- ISPO recruits candidates - candidates submit resume and PHF to ISPO
- Candidates are vetted and approved by USSP
- Applications are forward to the IAEA for review
- IAEA reviews applications and conducts interviews
- IAEA notifies ISPO of its preferred candidate
- ISPO forwards the selection to the SSTS with a recommendation to approve the position and selected candidate
- The USSP notifies the IAEA of the position approval
- The IAEA prepares an employment contract with the approved candidate.

Note: The process will take at least 4 months and is often longer.

Additional Information

- www.bnl.gov/ispo
- <https://international.dep.anl.gov/careers>
- <http://www.linkedin.com/groups?home=&gid=2144464>
- www.usvienna.com
- www.iaea.org

Tanya Collins
BNL - Bldg 197C
P.O. Box 5000
Upton, NY 11973-5000
Phone: 631-344-2380
E-mail: TCollins@bnl.gov

Allison Holiski or Sunaree Hamilton
Argonne National Laboratory
9700 South Cass Avenue
Argonne, IL 60439
Phone: 630-252-5491
E-mail: IAEAStaffing@anl.gov



Atoms for Peace Speech

“...the United States pledges before you, and therefore before the world, its determination to help solve the fearful atomic dilemma - to devote its entire heart and mind to finding the way by which the miraculous inventiveness of man shall not be dedicated to his death, but consecrated to his life.”

- President Dwight D. Eisenhower, December 8, 1953