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Title: Project Leader (Divertor) IO0210

Description:

Application Deadline: 02/06/2026

Department: ITER Construction Project

Division / Program: Tokamak Program

Section / Project: Divertor Project

Job Grade: P4 ([SALARY SIMULATOR](#))

Language Requirements: Fluent in English (written & spoken)

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

Overview

As a Project Leader within the Tokamak Program, you will ensure, for all components and systems of your defined scope of activity, the completion of the engineering, manufacturing, assembly, installation, and system commissioning phases, to prepare the operation phase and to achieve the milestones of the ITER Project on time. These activities shall be conducted in close collaboration with all associated stakeholders: Safety and Quality Department (SQD), Central Integration Division (CID), Engineering Services Department (ESD), Domestic Agencies, and other interfaces.

As a **Project Leader**, you will:

- **Manage the Divertor project** to comply with the ITER Project baseline requirements (system performance, integration, quality, cost & schedule);
- **Provide leadership** by organizing, coordinating, and controlling all activities related to project deliverables and ensuring proper management of the project resources to achieve project goals;
- **Manage the ITER Project contracts** related to construction works safely, within the defined quality, scope, cost, and schedule needed to construct parts of the ITER facility;
- **Solve high-level technical, integration, system performance and quality control issues**, mitigating risks for the ITER Project milestones by anticipation of problems and upfront qualification of processes.

Key Duties & Responsibilities

Primary Responsibilities:

- Provides technical expertise in one or more areas listed in the “Overview” for anticipating or solving issues and delivering the system(s) as specified by Tokamak Program;
- Leads the ITER Project contracts related to construction works towards a successful set up of groups and group assignments to ensure correct reporting lines and resource management, to achieve these contracts’ completion while generating quality in the product, schedule satisfaction, and costs control;
- Executes assigned contracts according to the applicable construction baseline and manages the installation sequence and related coordination duties toward schedule, cost, and quality;
- In collaboration with the Procurement Division, tenders and manages the contracts related to construction works under the project, including tooling and needed ad-hoc procurements;
- Administers the cost envelope assigned to the Project’s budget according to the Resource Loaded Schedule (RLS) and in compliance with Vertical Project and Cost Management approach, to ensure cost containment in each of the concerned project milestones;
- Contributes to the definition of short- and long-term staffing needs for the ITER Project in coordination with the line management of matrixed staff.

Additional Responsibilities:

- Establishes and maintains a detailed engineering, construction, commissioning, operation, and maintenance work plan per ITER Project phase, consistently with the other projects;
- Organizes take-over of components and systems from delivery entity and hand-over to assembly contractor, prior to installation activities, with identified punch items and resolution, if deemed necessary;
- Ensures the preparation of construction documentation related to installation contracts, from the engineering design completion, the Engineering Work Packages (EWP) production, the Construction Work Packages (CWP) and Installation Work Packages (IWP) development, up to their final execution and completion dossiers;
- Ensures assembly tools and platforms are procured well in advance, tested and commissioned, and maintained over time to guarantee short- and long-term use;
- Performs configuration and quality management for engineering, construction, commissioning, operation and maintenance activities, including “As-built management”, by managing related Project Change Requests (PCR), field changes, non-conformity and deviation actions, together with the Science & Integration Department (SID) and Safety & Quality Department (SQD);
- Explores risk reduction and opportunities for assembly and installation;
- In case of delays, defines and implements necessary optimizations, recovery, mitigation, or acceleration actions, develops timely, pragmatic solutions in case of emerging issues;
- Manages the assembly and installation sequence to ensure safe assembly activities in line with OH&S requirements;
- Implements nuclear safety codes and standards and INB regulations for the engineering, construction, commissioning, operation & maintenance phases, and supports SQD for regulatory inspections;

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:

- Demonstrated experience in engineering, fabrication, construction, commissioning, operation, maintenance & project management in the field of large industrial installations or construction environments;
- Experience in engineering, fabrication, construction, commissioning, operation, and maintenance in nuclear and/or fusion devices such as ITER;
- Project management in large construction projects with multi-national collaboration, procurement, planning, measuring progress, managing risks and costs, and reporting on progress to manage projects or initiatives within the boundaries of human, system performance, quality and financial constraints;
- Inclusive leadership (maintaining a healthy working environment), with a high level of headship to motivate results defined for the given project and to contribute to the development of needed skills in close collaboration with ESD & HRD;
- Stakeholder management: building strong partnerships and working collaboratively with all Project stakeholders, including Resources Providers, proactively initiating solutions-oriented proposals to reach consensus.

Desirable:

- Plasma-Wall Interactions Physics: Understanding analyses and modelling scrape-off layer/divertor plasma and plasma-wall interactions, including experimental data analyses capabilities.
- High-level strategic negotiation skills with multi-national internal and external partners, including the willingness to solicit and consider varying inputs and opinions, to make appropriate recommendations and tough decisions aligned with the ITER project's objectives;
- 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.

Qualifications

Essential:

- Masters' degree or equivalent in engineering and management fields 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;

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