

Job Description for Professional Posts

Reference: NS2025/09

Position and Grade:	Associate Nuclear Security Officer (Forensics), P2
Organizational Unit:	Crime Scene Management and Nuclear Forensics Unit Nucl.Security of Materials outside of Reg.Control Sec. Division of Nuclear Security
Duty Station:	Vienna, Austria
Type/Duration of Appointment:	FT – JPO, 1 year

Organizational Setting

The Department of Nuclear Safety and Security (NS) formulates and implements the IAEA's nuclear safety and security programme, which encompasses the Agency's activities to protect people and the environment from radiation exposure and responds to the needs of its Member States related to nuclear safety and nuclear security.

The Division of Nuclear Security (NSNS) is responsible for establishing, coordinating and implementing the IAEA's nuclear security programme to protect against, detect and respond to criminal acts or acts of nuclear terrorism and threats thereof. NSNS comprises four Sections:

- Nuclear Security of Materials Outside of Regulatory Control Section
- Nuclear Security of Materials and Facilities Section
- Information Management Section
- Programme Development and International Cooperation Section

The Nuclear Security of Materials Outside of Regulatory Control Section (MORC) is responsible, upon request, to assist States, for activities that assist States in establishing and maintaining nuclear security systems and measures for the prevention and detection of, and response to, nuclear and other radioactive material outside of regulatory control. These activities include developing nuclear security guidance that is consistent with the relevant binding and non-binding international instruments, as well as providing assistance, upon request, to States in implementing the nuclear security framework. In addition to the development of nuclear security guidance, the Section conducts the International Nuclear Security Security Advisory Service (INSServ) and expert missions, upon request, to help States to establish and maintain effective nuclear security regimes, provides training activities, develops methodologies, and assists in security upgrades relating to nuclear and radioactive material detection and response capabilities. The Section implements Coordinated Research Projects and technical meetings in the field of nuclear security of material out of regulatory control, assists Member States in the implementation of nuclear security measures to support Major Public Events, and organizes a large number of evaluation missions, training courses and workshops, and convenes technical meetings for methodology development.

The Crime Scene Management and Nuclear Forensics Unit is responsible for performing activities related to development of States' Radiological Crime Scene Management capabilities and capacities and the planning and implementation of nuclear forensics capabilities. The Unit supports States' efforts to establish national nuclear forensics laboratories and develop forensic processes and procedures to support the activities of laboratories. The Unit has responsibility for the development and review of Nuclear Security Series publications dedicated to Radiological Crime Scene Management and Nuclear Forensics and the development and implementation of training activities based on that guidance.

Main Purpose

Under the supervision and guidance of senior nuclear security staff of the Section, the Associate Nuclear Security Officer (Forensics) will provide support to Member States in developing, implementing and sustaining effective technical capabilities to support a nuclear security infrastructure, mainly focusing on nuclear forensics. Under the supervision and guidance of senior nuclear security staff of the Section, the Associate Nuclear Security Officer (Forensics) organizes and implements introductory and applied training in nuclear forensics consistent with IAEA published guidance; arranges regional technical meetings and advisory missions to provide technical peer review and advisories working with States' experts to develop and sustain nuclear forensics at the national level; contributes to the definition of research requirements in nuclear forensics; inputs to drafting and publication of IAEA technical documents on the establishment of a national nuclear forensics library to identify nuclear and radioactive material as well as inputs to drafting and publication of technical guidance for preferred analytical measurements supporting a nuclear forensics examination.

Role

The Associate Nuclear Security Officer (Forensics) is: (i) a team member, working with IAEA senior officers and a forensic coordinator, to effectively apply nuclear forensics as part of the programme of nuclear security assistance to States; (ii) a technical assistant supporting the team in organizing and implementing effective introductory and applied training in nuclear forensics, and arranges regional meetings for States on nuclear forensics related to law enforcement investigations or nuclear security vulnerability assessments; and (iii) a technical analyst, who reviews nuclear forensics capabilities by organizing peer review and advisory missions in partnership with Member State counterparts.

Partnerships

The Associate Nuclear Security Officer (Forensics) assists in establishing partnerships with recognized experts in States' institutions to ensure effective transfer and sharing of technical know-how. She/he assists in promoting capacity building with appropriate UN organizations, NGOs and other relevant institutions. The Associate Nuclear Security Officer (Forensics) identifies needs and responds to States interests in the various nuclear security fields including nuclear forensics, and in meetings with Member States' representatives and in advisory groups. Furthermore, the Associate Nuclear Security Officer (Forensics) works with appropriate technical departments within the IAEA, with Member State counterparts and other relevant international organizations to ensure effective implementation of activities, to include nuclear forensics, for the detection of and response to acts involving nuclear and other radioactive materials out of regulatory control.

Functions / Key Results Expected

- Conduct, based on IAEA published guidance, introductory technical training in nuclear forensics nationally, regionally or internationally. Draft new training modules that reflect recent advances in

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the discipline in nuclear forensics to elevate state of practice with international and State partners.

- Draft IAEA technical documents on nuclear forensics analytical measurements, and their interpretation, including preparation of these documents for publication.
- Support the team in organizing regional technical meetings on nuclear forensics to include technical agendas, hosts and invited expert participants.
- Assist the team in evaluating technical needs of Member State scientists, to define and launch a new Coordinated Research Project in nuclear forensics, consistent with emerging technical needs in nuclear forensics (e.g., isotopic measurements or models, nuclear forensic signatures of the nuclear fuel cycle).
- In close collaboration with the team, plan and arrange with State counterparts, peer review missions and technical advisories, to identify national, regional and international capabilities and subject matter expertise relevant to nuclear forensics to identify gaps and address technical needs.
- Supports the team in preparing and delivering technical presentations and outreach materials based on the spectrum of IAEA assistance to Member States, including nuclear forensics support to law enforcement investigations and nuclear security practices. Design applied technical exercises (scenario-based) as appropriate that reinforce nuclear forensic response concepts to an international audience.
- Promote nuclear forensics capacity building using existing technical capabilities and subject matter expertise with a focus on developing States.

Competencies and Expertise (do not revise or edit)

Core Competencies		
Competence	Occupational Role	Behavioural Indicator
Communication	Individual Contributor	Communicates orally and in writing in a clear, concise and impartial manner. Takes time to listen and understand the perspective of others and proposes solutions.
Achieving Results	Individual Contributor	Takes initiative in defining realistic outputs and clarifying roles, responsibilities and expected results in the context of the Department/Division's programme. Evaluates his/her results realistically, drawing conclusions from lessons learned.
Teamwork	Individual Contributor	Actively contributes to achieving team results. Supports team decisions.
Planning and Organizing	Individual Contributor	Plans and organizes his/her own work in support of achieving the team or Section's

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		priorities. Takes into account potential changes and proposes contingency plans.
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Functional Competencies		
Competence	Occupational Role	Behavioural Indicator
Partnership building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.
Technical/scientific credibility	Associate	Acquires and applies new skills to remain up to date in his/her area of expertise. Reliably applies knowledge of basic technical/scientific methods and concepts.

Expertise	
Expertise	Description
Material Out of Regulatory Control Detection Systems and Measures	Awareness of detection of and response to nuclear and other radioactive material out of regulatory control, including systems and measures.
Material Out of Regulatory Control Nuclear Forensics	Experience in the area of Nuclear Security, with a focus on nuclear forensics.

Education, Experience and Language Skills

- University degree in Nuclear Science, Nuclear Engineering, International Relations or other related field.
- Minimum two years experience in the area of nuclear forensics, preferably in a national or international organization.
- Excellent knowledge of written and oral English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Spanish, Russian) an asset.