

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Resource Mobilization Officer (NA) (P2)
<b>Organizational Unit:</b>	Laboratory Coordination Group Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, Nuclear Techniques for Development and Environmental Protection. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

## Main Purpose

The Associate Resource Mobilization Officer works in the office of the Deputy Director General and will report directly to the departmental NA Laboratory Coordinator, whose function is to ensure coordination between the Departments Laboratories in Seibersdorf, with a primary function to support the overall approach to the mobilization of significant additional resources from non-traditional sources, such as private sector organizations, foundations or high net-worth individuals in order to implement the departments programmatic activities and special initiatives. Within the context of IAEA's Partnership and Resource Mobilization Policy, he/she provides support to the implementation of a coherent resource mobilization plan to address these potential non-traditional donors by actively liaising with internal and external partners and ensuring that donors are satisfied with the accuracy, timeliness and quality of the agreed reporting on financial expenditure, activities and results. In this context, the incumbent supports the development of proposals for funding, as well as for coherent and efficient reporting to multiple donors, and ensures the efficient gathering of the necessary data and information within the IAEA.

## Role

The Associate Resource Mobilization Officer is: (a) a substantive contributor, to the implementation of outreach and fundraising strategies and plans (b) an advocate, promoting NA fundraising activities to potential donors and partners in resource mobilization (c) a specialist, developing tailored donor reports, scorecards or other reporting tools as agreed between the IAEA and the individual significant donors; and (d) a focal point to ensure integrity of all data and information delivered in official reports and other public communication on financial expenditures, activities and results.

## Partnerships

The Associate Research Mobilization Officer works closely with staff members within the Laboratory Co-ordination Group Section and the Office of the Deputy Director General. He/She interacts with other staff members from other sections/divisions working on resource mobilization issues.

## Functions / Key Results Expected

With guidance from LC-NA, and the Resource Mobilization Officer, and in collaboration with other internal and external implementation partners, support the development and implementation of an NA fundraising strategy and plan.

- Provide analysis on the funding priorities and trends of traditional or non-traditional donors.
- Actively identify grant opportunities in line with agreed organizational procedures and in close cooperation with internal counterparts in the Office of Legal Affairs, the Office of Procurement Services and Division of Budget and Finance.
- Lead proposal development for donors/prospects and support cross-organisational teams to respond to funding opportunities
- Support the provision of transparent, high quality targeted reports for donors as agreed in the respective agreements.
- Consistently monitor systematic, regular and transparent reporting on all programmatic activities and results.
- With guidance from LC-NA, and the Resource Mobilization Officer, and in collaboration with other internal staff - in particular within O/DDG-NA - provide suggestions for enhanced and improved donor reporting approaches, formats and tools.
- Keep abreast with external developments in resource mobilization, support the organization of fundraising activities, such as donor briefings and presentations, and help identify collaborative opportunities.
- Support to the Communications Advisor by contributing data and information to outreach communication material.

## Competencies and Expertise

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.

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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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Client orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.
Commitment to continuous process improvement	Associate	Identifies opportunities for process, system and structural improvement as well as improving current practices, increasing effectiveness and achieving efficiency gains. Actively supports the application of sound quality management standards and process improvement.
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Analysis of Best Practices	Ability to research and analyse resource mobilization practices and approaches and identify best practices in the area.
Information Collection and Analysis	Ability to research, analyse and map donor trends and priorities and provide written reports to senior management.
Reporting	Ability to suggest improvements to donor reporting mechanisms, tools and formats with a view to increase efficiency, accuracy and appropriateness of the reports.
Resource Mobilization	Ability to develop detailed knowledge and understanding of donor priorities and areas of interest, and prepare concise reports that meet the needs of the intended donor audience.

### **Education, Experience and Language Skills**

- University degree in medical, veterinary or biology sciences or business administration or a related field.

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- Minimum of two years of work experience in monitoring and evaluation, fundraising, resource mobilization and/or project development preferably in the field of international human health.
- Experience in a multinational context requiring interaction with multiple stakeholders and compilation of information and data from a variety of different sources desirable.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Emergency Preparedness Officer (EPR) (P2)
<b>Organizational Unit:</b>	Member States Preparedness Unit Incident and Emergency Centre Department of Nuclear Safety and Security
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	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 safety and security related needs of its Member States.

The Incident and Emergency Centre (IEC) is part of the Department of Nuclear Safety and Security and reports to the Deputy Director General, Head of the Department. The IEC serves as the IAEA's focal point for preparedness and response to nuclear and radiological incidents and emergencies regardless of their cause, and for strengthening Member States' preparedness for response.

## Main Purpose

Under the supervision of the Emergency Preparedness Coordinator, the Associate Emergency Preparedness Officer (EPR) assists in developing relevant guidance and tools regarding Emergency Preparedness and Response (EPR). He/she will support the development of the training materials related to capacity building activities as covered by the document developed. Additionally, he/she takes part in lecturing in training events and workshops participates in activities organized by the IEC to support Member States in the implementing EPR arrangements on the referred topics.

## Role

The Associate Emergency Preparedness Officers (EPR): a) an assistant developer, supporting and engaging in the development of the content on the assigned documents based on international safety standards contents. b) a technical contributor, assisting in the development of training materials and in the implementation of training activities.

## Partnerships

The Associate Emergency Preparedness Officer (EPR) will collaborate with relevant staff of the IEC and technical experts from Member States in the development of the assigned documents and training materials.

## Functions / Key Results Expected

- Assists in elaborating EPR Series documents with detailed technical guidance on relevant EPR arrangements, based on international Safety Standards in EPR.
- Participates in the development of training materials for the design and implementation of capacity building activities and other emergency arrangements for adequate response to nuclear or radiological emergencies.
- Assists in organizing relevant workshops and training activities related to the EPR activities, and
- Contributes to elaborating technical assessment and develop technical scenarios for in-house exercises and exercises performed with external counterparts in the process of training and capacity building in the area of emergency preparedness and response.

## Competencies and Expertise

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 priorities. Takes into account potential changes and proposes contingency plans.

Functional Competencies		
Competence	Occupational Role	Definition
Commitment to continuous process improvement	Associate	Identifies opportunities for process, system and structural improvement as well as improving current practices, increasing effectiveness and achieving efficiency gains. Actively supports

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		the application of sound quality management standards and process improvement.
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.
Knowledge sharing and learning	Associate	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Emergency Preparedness and Response	Previous involvement with issues related to emergency preparedness and response to nuclear or radiological incidents and emergencies

### **Education, Experience and Language Skills**

- Bachelor's Degree in Physical Sciences, Engineering, Radiation Protection or related field
- Two years of experience in preparedness and response to nuclear or radiological emergencies, at national or international level.
- Excellent knowledge of written and oral English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Spanish, Russian) an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Nuclear Security Officer (NSNI-SAS) (P2)
<b>Organizational Unit:</b>	Safety Assessment Section Division of Nuclear Installation Safety Department of Nuclear Safety and Security
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	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 safety and security related needs of its Member States.

The objective of the Division of Nuclear Installation Safety (NSNI) is to achieve and maintain a high level of safety of nuclear installations worldwide that are under design or construction or in operation. The Division does this by establishing standards of safety for the protection of health, including standards for nuclear power plants and other nuclear installations and facilities, and by providing for the application of these standards through, among other things, support for the IAEA's Technical Cooperation programme, the rendering of safety review services, the promotion of education and training, the fostering of information exchange and the coordination of research and development. In addition, the Division helps ensure safety at nuclear installations by promulgating international safety instruments such as the Convention on Nuclear Safety and the Code of Conduct on the Safety of Research Reactors. NSNI comprises five Sections:

- External Events Safety Section
- Operational Safety Section
- Safety Assessment Section
- Regulatory Activities Section
- Research Reactor Safety Section

The Safety Assessment Section (SAS) helps to improve the capability of Member States in carrying out effective safety assessments and enhancing the safety of nuclear installations to achieve a high level of safety by developing safety standards and guides for design and safety assessment; by promoting the use of advanced safety assessment methods and tools with enhanced integration of deterministic and probabilistic approaches and the use of risk-informed and performance-based safety evaluation approaches.

## Main Purpose

The Associate Nuclear Safety Officer (NSNI-SAS) provides analytical, scientific, engineering technical, or project managerial support and assistance to the professional staff in the Safety Assessment Section and assists them in carrying out their role and responsibilities, through: organizing inputs from experts, collating and preparing technical material for use in meetings for safety standards



development, assisting in preparing technical presentations, technical meetings, consultant meetings and technical safety review services. The incumbent will work with international and multidisciplinary teams and will be expected to co-ordinate some of the section’s activities with other sections. He/she will demonstrate his/her expertise by participating in the execution of programmes and projects.

## Role

The Associate Nuclear Safety Officer (NSNI-SAS) is: (1) a programme implementer, supporting the activities aimed at helping Member States to enhance nuclear safety in their installations and facilities; (2) a technical specialist, supporting evaluation, development and implementation of technical cooperation and regular programme activities in the area of safety assessment for design and operation (3) an analyst, gathering, monitoring, evaluating, extracting, consolidating data from different sources and documentation available in-house and obtained from Member States for the purpose of providing scientific, engineering technical, and project managerial support to professional Section staff; (4) a presenter of programmatic activities and developments.

## Partnerships

The Associate Nuclear Safety Officer (NSNI-SAS) consults with and provides services to the members of the Safety Assessment Section team according to approved work processes by ensuring that project schedules are met and by contributing survey, analyses and technical data to professional Section staff. She/he also exchanges information with members of the Section as well as outside experts for quality contributions to Safety Standards review and related technical documents development process and to ensure timely implementation of the programme and quality outputs. The incumbent will work with international and multidisciplinary teams and will be expected to co-ordinate some of the section’s activities with other sections.

## Functions / Key Results Expected

Provides analytical, scientific, engineering technical, and project managerial support to the professional staff in the Safety Assessment Section, through:

- organizing inputs from experts;
- monitoring the implementation of tasks according to the project implementation plan;
- developing and drafting technical material for use in meetings related to the safety standards revision and technical documents production, such as Technical Document on safety approaches for SMRs including the applicability of the “Design Safety requirements for NPPs” to SMRs
- assisting in preparing technical presentations;
- preparing and organizing technical meetings, consultant meetings and technical safety review services;
- providing expertise within the incumbent’s specific technical discipline by participating in the execution of programmes and projects.

## Competencies and Expertise

Core Competencies		
Competence	Occupational Role	Behavioural Indicator

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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.
Communication	Individual Contributor	Communication Individual Contributor Communicates orally and in writing in a clear, concise and impartial manner. Takes time to listen to and understand the perspectives of others and proposes solutions.
Planning and Organizing	Individual Contributor	Planning and Organizing Individual Contributor Plans and organizes his/her own work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans.
Teamwork	Individual Contributor	Teamwork Individual Contributor Actively contributes to achieving team results. Supports team decisions.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.
Client orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.
Resilience	Associate	Able to remain calm in emotionally charged situations. Accepts constructive feedback in a positive manner and is able to cope with setbacks.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Management and Programme Analysis Analytical Writing Skills	Proven ability to independently draft concise and high quality written documentation based upon evaluation and analysis of technical material for the purpose of reporting or presenting.

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Management and Programme Analysis Programme Management	and	Ability to analyse the needs of the programmes and translate them into workable solutions.
Management and Programme Analysis Project Management	and	Proven ability to plan and work within a logistical-technical project in close liaison with team leaders in an international setting.

### **Education, Experience and Language Skills**

- University degree in a scientific or engineering discipline relevant to nuclear safety.
- At least two years of related experience, including project management and finance experience;
- Excellent knowledge of written and oral English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Spanish, Russian) an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Junior Professional Officer (NS) (P2)
<b>Organizational Unit:</b>	Division of Nuclear Security Department of Nuclear Safety and Security
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	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

## Main Purpose

The JPO contributes to project activities by facilitating the coordination with donors and other nuclear security-related initiatives. The JPO also supports the overall planning and coordination of the work of

the Division including the evaluation of results, financial matters, reporting to donors, and the assessment of outcomes of programme activities.

## Role

Working in cooperation with the Nuclear Security Officer, the JPO will contribute to the analysis of nuclear security related information, assist in coordinating international nuclear security activities and initiatives, and provide support for nuclear security outreach activities.

## Partnerships

The JPO works in partnership with staff in the Division of Nuclear Security, liaises with points of contact in Member States, and coordinates and liaises with international organizations, initiatives and UN bodies.

## Functions / Key Results Expected

- Assist in the organization and promotion of the Information Exchange meetings;
- Contribute to the inter-sessional work resulting from the Information Exchange Meetings;
- Maintain and further develop the matrices established by Information Exchange Participants
- Maintain the global calendar of events;
- Assist in general outreach activities with Member States and other international organizations and initiatives;
- Promote the Agency's coordination role in nuclear security-related initiatives in accordance with GC resolutions;
- Contribute to the development and implementation of INSSP;
- Carry out other functions as allocated by the Director.

## Competencies and Expertise

Core Competencies		
Competence	Occupational Role	Behavioural Indicator
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.
Communication	Individual Contributor	Communication Individual Contributor Communicates orally and in writing in a clear, concise and impartial manner. Takes time to listen to and understand the perspectives of others and proposes solutions.
Planning and Organizing	Individual Contributor	Planning and Organizing Individual Contributor Plans and organizes his/her own

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		work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans.
Teamwork	Individual Contributor	Teamwork Individual Contributor Actively contributes to achieving team results. Supports team decisions.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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.
Partnership building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Management and Programme Analysis Analytical Writing Skills	Proven ability to independently draft concise and high quality written documentation based upon evaluation and analysis of technical material for the purpose of reporting or presenting
Management and Programme Analysis Programme Management	Ability to analyse the needs of the programmes and translate them into workable solutions.
Management and Programme Analysis Project Management	Proven ability to plan and work within a logistical-technical project in close liaison with team leaders in an international setting.

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## **Education, Experience and Language Skills**

- University Degree in nuclear science, nuclear engineering or international relations
- Minimum of two years of working experience in security-related work in the provision of technical assistance
- Excellent knowledge of written and oral English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Spanish, Russian) an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Nuclear Security Officer (Forensics) (P2)
<b>Organizational Unit:</b>	Nuclear Security of Materials outside of Regulatory Control Section Division of Nuclear Safety and Security Department of Nuclear Safety and Security
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	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 safety and security related needs of its Member States.

The Division of Nuclear Security (NSNS) is responsible for 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 is responsible 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 legal 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 provides evaluation and assessment services, education and training activities, develops methodologies, and assists in security upgrades relating to nuclear and radioactive material detection and response capabilities. The Section organizes a large number of evaluation missions, training courses and workshops, and convenes technical meetings for methodology development.

## 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 assistance 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: 1) an assistant , working with IAEA senior officers and a forensic contributor, to effectively apply nuclear forensics as part of the programme of nuclear security assistance to States; 2) an facilitator who organizes and implements 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 3) 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 in close collaboration with the team, 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 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 in the organization of the regional technical meetings on nuclear forensics to include technical agendas, hosts and invited expert participants.
- Support 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).
- Assist the team in planning and arranging 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.

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- Prepare and deliver 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

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with Agency's regulations and rules
Partnership building	Associate	Develops and maintains partnerships needs for her/her work. Establishes and nurtures positive relations with partners and stakeholders.
Technical/scientific credibility	Associate	Acquires and applies new skills to remain up to date in his/her area of expertise. Reliably

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		applies knowledge of basic technical/scientific methods and concepts.
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<b>Expertise</b>		
<b>Expertise</b>	<b>Description</b>	
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**

- Bachelor's degree in Nuclear Science, Nuclear Engineering, International Relations or a closely related field
- At least two years work 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.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Radioactive Material Security Officer (P2)
<b>Organizational Unit:</b>	Nuclear Security of Materials and Facilities Section Division of Nuclear Safety and Security Department of Nuclear Safety and Security
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	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 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 safety and security related needs of its Member States.

The Division of Nuclear Security (NSNS) is responsible for 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.

The Nuclear Security of Materials and Facilities Section is responsible for activities related to establishing and sustaining nuclear security systems for nuclear and other radioactive material in use, storage, during transport, and for associated facilities. These activities include developing nuclear security guidance consistent with relevant binding and non-binding international legal instruments, as well as assisting Member States in implementing the nuclear security framework. The Section provides evaluation and assessment services, such as the International Physical Protection Advisory Service, education and training, develops methodologies and assists security upgrades relating to nuclear and other radioactive material and associated facilities and transport. The Section also provides assistance

to Member States in enhancing regulatory frameworks for nuclear security. The Section organizes evaluation missions, training courses and workshops, and convenes technical meetings for methodology development.

## Main Purpose

The Associate Radioactive Material Security Officer contributes to project activities by facilitating the coordination with donors and other nuclear security-related initiatives. The Associate Radioactive Material Security Officer also supports the overall planning and coordination of the work of the Division including the evaluation of results, financial matters, reporting to donors, and the assessment of outcomes of programme activities.

## Role

Working in cooperation with the Nuclear Security Officer, the Associate Radioactive Material Security Officer will provide support to Nuclear Security Officers in the development of nuclear security guidance, development and delivery of training courses, and analysis of nuclear security related information.

## Partnerships

The Associate Radioactive Material Security Officer works in partnership with staff in the Division of Nuclear Security, liaises with points of contact in Member States, and coordinates and liaises with international organizations, initiatives and UN bodies.

## Functions / Key Results Expected

- Assist in the development of nuclear security guidance related to radioactive material and associated facilities
- Support nuclear security officers in the preparation and delivery of training courses and workshops
- Work with Nuclear Security Officers to plan and implement projects related to physical protection upgrades of facilities
- Contribute as a team member to the analysis of country-specific information contained in Integrated Nuclear Security Support Plans in order to prepare annual plans of activities
- Support the team and Section in the preparation and updating of briefing material

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with Agency's regulations and rules
Partnership building	Associate	Develops and maintains partnerships needs for her/her work. Establishes and nurtures positive relations with partners and stakeholders.
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.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Nuclear Security National Nuclear Security Regimes	Knowledge of international guidance related to security of radioactive material
Security of Radioactive Sources Licensing and Inspections	Experience in the authorization and inspection process for security of radioactive material and associated facilities
Security of Radioactive Sources Radioactive Material in Use and Storage	Knowledge of the applications of radioactive sources and devices
Security of Radioactive Sources Regulatory Framework	Experience in the development of regulations related to security of radioactive material and associated facilities
Security of Radioactive Sources Security Management	Knowledge of administrative security measures related to radioactive material facilities

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Security of Radioactive Sources Security System Design and Evaluations	Experience in the design and implementation of security systems for radioactive material and associated facilities
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## **Education, Experience and Language Skills**

- Bachelor's degree in Nuclear Science, Nuclear Engineering, International Relations or a degree related to the functions of the post.
- At least two years work experience in nuclear security, specifically related to radioactive material and associated facilities and in the provision of technical assistance
- Excellent knowledge of written and oral English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Spanish, Russian) an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Radioactive Material Security Officer (P2)
<b>Organizational Unit:</b>	Safety Standards and Security Guidance Development Office of Safety and Security Coordination Department of Nuclear Safety and Security
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	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 IAEA'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 Office of Safety and Security Coordination (NSOC) is located in the Office of the Deputy Director General, Head of the Department. Its mission is to ensure the technical consistency and effective coordination of the IAEA's activities in the nuclear, radiation, transport and waste safety and nuclear security programmes. NSOC comprises three Sections: the Programme and Strategy Coordination Section, the Networks Management and Partnership Section and the Safety Standards and Security Guidance Development Section.

The mission of the Safety Standards and Security Guidance Development Section (SSDS) is to coordinate and support the departmental efforts to ensure that the IAEA's safety standards and nuclear security guidance constitute a comprehensive, up to date, coherent and authoritative suite of internationally agreed and accepted references; to enhance the review-revision process with the implementation of a new information technology platform for the knowledge and content management of the whole series of safety standards and nuclear security guidance; to provide for the maintenance of the safety and security glossaries and to promote the worldwide harmonized use of the Safety Standards publications and Nuclear Security Series publications.

## Main Purpose

The Associate Standards Specialist implements the Department's strategies and processes for establishing IAEA safety standards and developing other safety and security related publications, thus contributing to fulfilling the statutory mandate of the IAEA. In particular, the Associate Standards



Specialist reviews and redrafts text of draft standards and other publications to ensure and enhance their quality.

## Role

The Associate Standards Specialist is: (1) Technical reviser, reviewing and redrafting text of draft safety standards and other draft safety and security related publications, ensuring the appropriateness of content, syntax, usage, terminology, style and language; (2) Project manager, assisting in planning and organizing the review of draft safety standards and other draft safety and security related publications, and applying the processes for the establishment of safety standards.

## Partnerships

The Associate Standards Specialist consults with managers and technical officers throughout the Department and in other Departments and advises on the Department's strategies and processes for establishing IAEA safety standards and developing nuclear security guidance and for preparing other draft safety and security related publications, in particular in relation to review, redrafting and terminological control.

## Functions / Key Results Expected

- Contribute to ensuring and enhancing the quality of the IAEA standards and nuclear security guidance by means of rigorous checks and controls.
- Apply the strategies and processes for the establishment of safety standards and the development of nuclear security guidance.
- Review and in consultation redraft texts of draft standards and draft nuclear security guidance for syntax, usage, clarity, terminology and consistency.
- Review and redraft texts of other safety and security related publications, such as TECDOCs and Safety Reports.
- Contribute to the development of strategies and processes that enhance the application of safety standards and nuclear security guidance in Member States.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with Agency's regulations and rules
Partnership building	Associate	Develops and maintains partnerships needs for her/her work. Establishes and nurtures positive relations with partners and stakeholders.
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.
Client orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.
Resilience	Associate	Able to remain calm in emotionally charged situations. Accepts constructive feedback in a positive manner and is able to cope with setbacks.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Language and Conference Services Revising	Ability to draft and revise high level scientific, technical or regulatory texts
Nuclear Safety IAEA Safety Standards	Ability to revise IAEA safety standards
Physical Protection Regulatory Framework	Ability to revise IAEA nuclear security guidance

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## **Education, Experience and Language Skills**

- Bachelor's degree in Science or Engineering or a related subject.
- At least two years' work experience in planning, organizing and conducting the review and revision of scientific, technical and regulatory related texts.
- Excellent oral and written command of English (mother tongue or main language of education). Working knowledge of other official languages (Arabic, Chinese, French, Russian or Spanish) an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Radiation Safety Officer (P2)
<b>Organizational Unit:</b>	Occupational Radiation Protection Unit Division of Radiation, Transport and Waste Safety Department of Nuclear Safety and Security
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	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 IAEA'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 Radiation, Transport and Waste Safety develops and maintains standards for radiation protection, radioactive waste safety, and safety in the transport of radioactive material that enable the beneficial uses of radiation to be exploited while ensuring appropriate protection of workers, the public, patients and the environment. It also assists Member States in the implementation of these standards and provides related services.

The Radiation Safety and Monitoring Section is responsible for the delineation of an international programme to protect workers, patients and the public from all types of exposure to natural or artificial radiation, in line with the most recent scientific knowledge and information. The Section is also responsible for the provision of radiation safety technical services to staff members and experts who may be exposed to ionizing radiation as a result of activities conducted by the IAEA.

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 safety and security related needs of its Member States.

The Division of Radiation, Transport and Waste Safety (NSRW) develops and maintains standards for radiation protection, radioactive waste safety, and safety in the transport of radioactive material that enable the beneficial uses of radiation to be used while ensuring appropriate protection of workers, the public and patients. It also assists Member States in the implementation of these standards and provides related services.

The Radiation Safety and Monitoring Section is responsible for the delineation of an international programme to protect workers, patients and the public from all types of exposure to natural or artificial radiation, in line with the most recent scientific knowledge and information. The Section is also responsible for the provision of radiation safety technical services to staff members and experts who may be exposed to ionizing radiation as a result of activities conducted by the IAEA.

The Occupational Radiation Protection Unit is responsible for the development of standards and other guidance on all aspects of occupational radiation protection, in consultation with the International Labour Organization (ILO). Within this field, increased attention has been given to occupational exposure to naturally occurring radioactive material (NORM). The Unit also provides assistance for the application of these standards in Member States through the joint IAEA/NEA (Nuclear Energy Agency) Information System on Occupational Exposure (ISOE) and other occupational radiation networks fostering information exchange within the international community, promoting education and training, and supporting technical cooperation activities in the field of occupational radiation protection.

## **Main Purpose**

Under the supervision of the Unit Head the Associate Radiation Safety Officer will assist Unit Head with implementation of individual tasks of the project 3.3.1.003, and particularly under the framework of the cooperation with ROSATOM as formulated in the Practical Arrangements between IAEA and ROSATOM.

## **Role**

The Associate Radiation Safety Officer is (1) a coordinator, contributing to the coordination and conduct of IAEA training activities in Member States on occupational radiation protection (2) a facilitator and project /coordinator, supporting the development of guidance documents with an international significance concerning the radiation protection of staff working in the area of nuclear energy.

## **Partnerships**

The Associate Radiation Safety Officer will work in partnership with other IAEA staff in the Division and liaise with point of contacts with Member State, primarily in Russian Federation and coordinate with international organizations, namely the International Labour Organization (ILO).

## **Functions / Key Results Expected**

- Provide support in the development of the TECDOC on Prospective Assessment of Cancer Risk for Occupationally Exposed Workers.
- Assist in the communication with the cooperative counterparts under the Practical Arrangement with the Russian Federation.
- Contribute in the development of e-learning material based on the exiting training packages on Occupational Radiation Exposure.
- In close collaboration with the team, develop an information management system for ORPAS.
- Provide insight to promotion of the ISEMIR-IR in Russian speaking countries.
- Support and contribute to the promotion of the Safety Guide on ORP in Russian speaking countries.

## **Competencies and Expertise**

<b>Core Competencies</b>
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<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with Agency's regulations and rules
Resilience	Associate	Able to remain calm in emotionally charged situations. Accepts constructive feedback in a positive manner and is able to cope with setbacks.
Client orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
General Services Meetings Organization	Experience in coordinating and preparation of experts' meetings
Radiation, Transport and Waste	Experience in reviewing and drafting technical texts on radiation protection and safety, in the development of safety guides on radiation health risk of exposed workers.

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Safety Occupational Radiation Protection	
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## **Education, Experience and Language Skills**

- Bachelor's degree in Nuclear Science, Nuclear Engineering, or a closely related field
- At least two years' relevant experience with development and analysis of the radiation safety documents, and with the work on the implementation of international projects desirable.
- Excellent knowledge of written and oral English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Spanish, Russian) an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Project Officer (TC) (P2)
<b>Organizational Unit:</b>	Division for Africa / Asia and the Pacific / Latin America and the Caribbean / Europe Department of Technical Cooperation
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Technical Cooperation (TC) consists of the Office of the Deputy Director General, four regional Divisions (Africa, Asia and the Pacific, Europe and Latin America and the Caribbean), the Division of Programme Support and Coordination and the Division of the Programme of Action for Cancer Therapy (PACT). It provides strategic direction for the IAEA’s technical cooperation programme, and is responsible (in close collaboration with Member States) for the planning, formulation, implementation and monitoring of the programme.

The Division of [Region] is responsible for planning, programming, implementing and monitoring the IAEA’s technical cooperation programme in the region, in line with the IAEA Statute, and the guiding principles and policies on technical cooperation, and operational guidelines. The Division responds to developmental priorities in Member States through effective programme management, increased Member State engagement, partnership building and improved coordination in the region.

## Main Purpose

Under the supervision and guidance of a Section Head, the Associate Project Officer (TC) contributes to the management, implementation, monitoring and reporting of the assigned technical cooperation projects.

## Role

The Associate Project Officer (TC) is i) a project coordinator , reviewing, and maintaining detailed schedules of project activities, developing and maintaining project tracking tools for resource allocation and status of activities and contributing to the preparation of project reports, consisting of summaries of all activities performed during the course of the programme; ii) an analyst evaluating, extracting,



consolidating data from documentation available in-house and obtained from Member States for the purpose of reporting; and iii) a presenter of performance and results.

## Partnerships

The Associate Project Officer (TC) consults with and provides support related to project management, including the financial and implementation aspects, for members of the project team, ensures that project reports include appropriate and accurate detail, and ensures completion of activities according to work plans. She/he also exchanges information with members of the project team to ensure compliance with regard to the required timely implementation of the programme, adequate quality of reporting reflecting with accuracy all activities performed throughout the project life cycle. The Associate Project Officer (TC) also liaises with relevant Technical Departments and the Office of DDG-TC.

## Functions / Key Results Expected

- Collect, analyse, evaluate and consolidate project information and contribute to development of project monitoring tools and systems, linked to the Agency-wide Information System for Programme Support (AIPS), for planning, forecasting and monitoring the work plans, costs and outcomes of the project components under the regions responsibility.
- Liaise with Managers, Technical Officers, Counterparts and Partners to collect and report information.
- Analyse problems arising in the course of project implementation and recommend solutions for issues identified.
- Prepare narrative progress reports and status reports on the allocation and use of resources.
- Evaluate project results against performance indicators, derive the lessons learnt and contribute to the preparation of project reports.
- Participate in working groups/one to one meetings with other organizational groups in the IAEA on issues related to project implementation.
- Liaise with the TC Communication Team on project communication issues.

## Competencies and Expertise

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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<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.
Knowledge sharing and learning	Associate	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Partnership building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Management and Programme Analysis  Analytical Writing Skills	Ability to write technical reports
Management and Programme Analysis  Information Collection and Analysis	Ability to collect and analyse information.
Management and Programme Analysis  Reporting	Ability to prepare project reports.

### **Education, Experience and Language Skills**

- University degree in management, social sciences, science and technology, international relations or other relevant field.
- Minimum of two years of related experience, including programme planning and implementation and budget management experience, preferably in an international environment.
- Excellent knowledge of written and oral English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Spanish, Russian) an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Public Information Officer/Writer (P2)
<b>Organizational Unit:</b>	Web, Digital Media and Public Information Materials Section Office of Public Information and Communication Offices Reporting to the Director General
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Office for Public Information and Communication provides objective, accurate and timely information about the IAEA and nuclear developments that fosters public understanding of the IAEA's global roles. It also provides advice to the Director General on relations with the media and organizes press briefings. The Office coordinates the communication activities for the rest of the house and assists in the media aspects of major IAEA events and conferences.

The Agency has a unique responsibility to disseminate accurate and objective information on its activities and the results of its work.

The Web, Digital Media and Public Information Materials Section has corporate responsibility for the editorial management, creation and development of information products with a particular focus on the web, digital media, internal communications and cross-departmental promotional material.

## Main Purpose

The Public Information Officer/Writer identifies and prepares, in journalistic style, interesting and informative news and feature items covering the Agency's work that are accurate, timely and understandable to non-specialist audiences.

## Role

The Associate Public Information Officer/Writer is (1) a reporter, performing in-depth research, fact gathering and interviews with subject specialists to support web and periodicals editors to ensure that the relevant, accurate and engaging information is included in the printed or electronic products; (2) a writer, drafting web and magazine stories in an interesting and informative journalistic style that is accessible and understandable to non-specialist audiences and illustrated by photographs; (3) an editor, producing special reports, news items and topical feature articles for distribution via the Agency's web site, its social media channels, magazine and/or booklets, and contributing experience to the IAEA.org team in the presentation and publishing of feature topics and special reports. This role includes copy-editing as well as editing captions for photos and graphics.

## Partnerships

The Associate Public Information Officer/Writer liaises with higher level Agency staff and with experts in Member States, international organizations and other partners to obtain guidance and relevant technical and programmatic information as required, as well as with Agency staff at all levels to obtain and clear items and to check facts.

Additionally, he/she is a member of the IAEA.org team, contributing expertise and serving as a subeditor of designated pages or sections of the Agency's website.

## Functions / Key Results Expected

The post contributes to creating written public information material, both in electronic and printed versions. Target audiences include the interested general public, as well as journalists, nuclear communicators, public information professionals in non-governmental and inter-governmental organizations, and governmental officials in Member States.

- Research, draft and edit six to eight news items and four to six topical feature stories per month for use in print and/or electronic public information products targeted at the general public.
- In consultation with staff at IAEA Departments, identify and propose public communication opportunities, activities and approaches.
- Provide editorial and publishing support, including copy-editing, of online and offline information materials and products.
- Identify opportunities for social media outreach and draft social media posts.
- Promotion of IAEA web content on external platforms.

## Competencies and Expertise

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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Partnership Building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.
Client Orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.
Knowledge Sharing and Learning	Associate	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Public Information and External Relations/ Creating Visibility for the Organization	Expertise in supporting and implementing strategies to increase the visibility of an organization among target audiences.
Public Information and External Relations  General Knowledge of the United Nations System	Familiarity with the functioning of the United Nations system, the responsibilities of its different bodies and internal processes.
Publishing  Editing/Technical Editing	Thorough knowledge of different writing styles as appropriate for the intended audience.
Publishing  Proofreading	High command of written English and another IAEA official language.

## **Education, Experience and Language Skills**

- Bachelor's Degree: University degree in communication/journalism/media and public relations/creative writing or a related field.
- A minimum of two years of experience in communications, media relations, journalism and/or publication is required. Work experience in an international context is desirable. Fluency in oral and written English is required. Knowledge of other official languages (Arabic, Spanish, French, Russian or Chinese) is an advantage.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Press and Public Information Officer (P2)
<b>Organizational Unit:</b>	Media, Multimedia and Public Outreach Section Office of Public Information and Communication Offices Reporting to the Director General
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Director General's Office for Coordination (DGOC) provides leadership and coordination for all IAEA activities at the executive level for meeting Member States' needs and achieving a one-house approach and a results-based management.

The Office for Public Information and Communication provides objective, accurate and timely information about the IAEA and nuclear developments that fosters public understanding of the IAEA's global roles. It also provides advice to the Director General on relations with the media and organizes press briefings. The Office coordinates the communication activities for the rest of the house and assists in the media aspects of major IAEA events and conferences.

The Media, Multimedia and Public Outreach Section has corporate responsibility for relations with the media and the public, as well as for producing audio and video materials to promote the IAEA's activities.

## Main Purpose

Under the supervision of the senior Press and Public Information Officer and in coordination with other Press and Public Information Officers, the Associate Press and Public Information Officer works on multifaceted communication outreach to increase global awareness and media coverage of the IAEA's activities, with a special focus on niche/specialist media.

## Role

The Associate Press and Public Information Officer is: (1) an analyst compiling and analyzing statistics to help the Section maximize the effect of its limited resources; (2) a professional

communicator, researching topics and collecting information to answer requests from journalist and the general public.

## Partnerships

The Associate Press and Public Information Officer works closely with other PIOs and with the SH/Spokesperson as well as liaises with relevant Agency staff and journalists on pertinent matters for media outreach.

## Functions / Key Results Expected

- Interact with journalists and expand and analyse media contacts to increase global awareness and media coverage of the IAEAs activities and its role in increasing access to nuclear technology while improving the safety and security of nuclear facilities.
- Evaluate and analyse statistics and results of media outreach, such as press releases, press conferences and media events to optimize the Sections work.
- Carry out in-depth research and analysis of specialist media to create awareness about the IAEAs multi-faceted work.
- Write, edit and coordinate material for a wide variety of outreach products.
- Act as the main coordinator for posting press releases and other material on the Agencys press page, by using the IAEAs content management system.
- Oversee quality control of internal media monitoring.
- Prepare, record and follow up on coverage of media interviews with IAEA Officials.
- Perform other duties as required.

## Competencies and Expertise

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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<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Partnership Building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.
Client Orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Public Information and External Relations Creating Visibility for the Organization	Working knowledge of the news media and how best to meet its needs in order to most effectively deliver the IAEA message.
Public Information and External Relations Diplomacy and Understanding of Political Sensitivities	Familiarity with the IAEA mandate, its main activities, its history and current role in global politics.
Public Information and External Relations External Cooperation	Ability to coordinate and manage a major media and public outreach campaign and contribute creative input.
Public Information and External Relations Global Advocacy	Ability to explain the work of the IAEA in a simple, concise and interesting way to a non-scientific and global audience.
Public Information and External Relations Outreach	Ability to formulate, develop and deliver proposals for media outreach to highlight IAEA activities.

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Public Information and External Relations/Political Acumen	Awareness of the background and sensitivity of international non-proliferation, safety, security and other nuclear issues in which the IAEA is engaged.
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### **Education, Experience and Language Skills**

- Bachelor's Degree in communication/journalism, international relations, political science or an appropriate scientific subject.
- A minimum of two years of experience in communication/journalism, project management and/or organizing public events.
- Experience in writing and editing, experience in using statistics and data to improve performance, working with media in a press and public information context.
- Journalistic experience an advantage.
- Excellent oral and written command of English is essential. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	IT Innovation Engineer (P2)
<b>Organizational Unit:</b>	Business Solutions Section Division of Information Technology Department of Management
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Division of Information Technology provides support to the IAEA in the field of information and communication technology (ICT), including information systems for technical programmes and management. It is responsible for planning, developing and implementing an ICT strategy, for setting and enforcing common ICT standards throughout the Secretariat and for managing central ICT services. The IAEA's ICT infrastructure comprises hardware and software platforms, and cloud and externally-hosted services. The Division has implemented an IT service management model based on ITIL (IT Infrastructure Library) and Prince2 (Projects in a Controlled Environment) best practices.

The Business Solutions Section (BSS) provides information systems development and support services to IAEA programme areas and to the IAEA.

The IT Innovation Unit within BSS delivers a framework for innovation assisted by technology throughout the IAEA. It aims to achieve business value through research, briefings, challenges, prototyping and collaboration.

## Main Purpose

The IT Innovation Engineer provides support for prototyping ideas submitted to the IT innovation program and applies technical knowledge to collaboration and research.

## Role

The IT Innovation Engineer is:

- (a) A technical “all-rounder” with a curiosity about and interest in new technologies and their application
- (b) A researcher interested in exploring emerging trends (formally or informally)
- (c) A “hands on” IT practitioner

## Partnerships

The IT Innovation Engineer interacts with customers within the IAEA (and occasionally externally) to scope, deliver and evaluate prototypes as well as undertake or contribute to research around emerging technologies and their applicability to the IAEA.

## Functions / Key Results Expected

- Provide support in the scoping, developing and evaluating technical prototypes
- Contribute or if required assist the team in leading research into emerging technologies applied at the IAEA
- Participate in workshops to design or discover new solutions to ideas or problems raised
- Document prototype and research findings

## Competencies and Expertise

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical Thinking	Associate	Analyses data and related trends, patterns and gaps.  Distils critical elements and identifies relevant links by using appropriate analytical methods.
Knowledge sharing and learning	Associate	Readily identifies opportunities to exchange knowledge and information with peers and colleagues
Technical/Scientific Credibility	Associate	Provides reliable technical/scientific information and data.

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		Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date.
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<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Emerging Technology	Experience and/or a demonstrated interested in emerging technology and/or experience as a technology innovator or maker
Scripting languages	Demonstrated proficiency in one or more scripting language (Python etc)
Databases	Thorough knowledge of SQL and an interest in other database technologies
Web Development	Thorough knowledge of web development including HTML, CSS, Javascript, AJAX and at least one server side programming language as well as API based web services
Analysis	Experience in or exposure to data analysis

### **Education, Experience and Language Skills**

- Bachelor's Degree in Computer Science, Engineering or equivalent or higher in CS, IT, a related technical or engineering field or the equivalent experience.
- Two years' experience working hands on with IT
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Software Security Architect (P2)
<b>Organizational Unit:</b>	Programmatic Solutions Unit Business Solutions Section Division of Information Technology Department of Management
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Division of Information Technology provides support to the IAEA in the field of information and communication technology (ICT), including information systems for technical programmes and management. It is responsible for planning, developing and implementing an ICT strategy, for setting and enforcing common ICT standards throughout the Secretariat and for managing central ICT services. The IAEA's ICT infrastructure comprises hardware and software platforms, and cloud and externally-hosted services. The Division has implemented an IT service management model based on ITIL (IT Infrastructure Library) and Prince2 (Projects in a Controlled Environment) best practices.

The Business Solutions Section provides information systems development and support services to IAEA programme areas and to the IAEA as a whole.

The Programmatic Solutions Unit (PSU), which is part of MTIT's Business Solutions Section (MTIT/BSS), provides business IT solutions to meet IAEA programme areas requirements. The PSU is led by a Unit Head, who reports to the Head of the Business Solutions Section.

## Main Purpose

The Associate Software Security Architect supports the team in managing projects aimed at improving the software development security practices followed at the Business Solutions Section, assessing current levels of maturity and devising paths of action to strengthen software security.

## Role

The Associate Software Security Architect plays the following roles in the Section: (1) project assistant, providing support in initiating, planning, executing and controlling agreed work; (2) security architect, providing technical assistance to the Business Solutions Section Architecture Board on matters of security in software architectures; (3) developer, reviewing software code and providing advice to programmers on security aspects; (4) resource for the Section, taking part in various activities as required, such as quality assurance and continuous process improvements.

## Partnerships

The Associate Software Security Architect interacts with project managers, software engineers and quality engineers at the Business Solutions Section to support the team in improving the security of the software produced and to increase the maturity and efficiency of their security practices.

## Functions / Key Results Expected

- Help the Business Solutions Section achieve maturity level 2 or better in the Open Software Assurance Maturity Model (OpenSAMM).
- Evaluate existing software security practices.
- Execute iterations of the Business Solutions Section's Application Security Program.
- Measure and demonstrate concrete security improvements.
- Assist in defining security-related activities.
- Other duties as assigned.

## Competencies and Expertise

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 priorities. Takes into account potential changes and proposes contingency plans.

Functional Competencies		
Competence	Occupational Role	Behavioural Indicator
Commitment to continuous process improvement	Associate	Identifies opportunities for process, system and structural improvement as well as improving current practices, increasing effectiveness and

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		achieving efficiency gains. Actively supports the application of sound quality management standards and process improvement.
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.
Change Management	Associate	Demonstrates openness to new situations. Contributes with ideas and innovative approaches to enhance work processes and procedures.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Information Technology Information Security	Strong knowledge of secure coding techniques and information security.
Information Technology Project Management	Experience in managing small software development projects following Project Management methodology such as PMP or Prince2.
Information Technology Software Development	Experience in Software Development.
Information Technology Software Engineering	Understanding of software engineering processes and the software engineering life cycle.

## **Education, Experience and Language Skills**

- Bachelor's Degree in Computer Science, Computer Security, Software Engineering, Software Architecture or a related field.
- Minimum two years of relevant software development experience.
- Experience in the use of established formal methods and a disciplined approach to software engineering, with a methodical approach to requirements analysis and system design. Experience in applying the Essential Unified Process would be an asset.
- Knowledge of software architecture patterns. Cloud architecture patterns are an asset.
- Knowledge of the security practices prescribed by the Software Assurance Maturity Model.
- Knowledge of relational database management software (e.g. SQL Server) and SQL; knowledge of Windows/Linux client/server environments.

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- Knowledge of Web development (HTML5, CSS, JavaScript). Experience with current JavaScript frameworks and responsive Web design is an asset.
- Knowledge of C# and the ASP.NET framework and knowledge of one or more of Visual Basic.NET, WPF, ASP Classic, VB6, Java, C/C++, PHP and XML (Extensible Markup Language).
- Knowledge of Agile software development methodologies.
- Internationally recognized certification in Project Management such as PMP or Prince2 is desirable.
- Internationally recognized certification in software security, architecture or development is desirable.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.



# Job Description for Professional Posts

<b>Position and Grade:</b>	IT Systems Engineer (P2)
<b>Organizational Unit:</b>	Infrastructure Services Section Division of Information Technology Department of Management
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Division of Information Technology provides support to the IAEA in the field of information and communication technology (ICT), including information systems for technical programmes and management. It is responsible for planning, developing and implementing an ICT strategy, for setting and enforcing common ICT standards throughout the Secretariat and for managing central ICT services. The IAEA's ICT infrastructure comprises hardware and software platforms, and cloud and externally-hosted services. The Division has implemented an IT service management model based on ITIL (IT Infrastructure Library) and Prince2 (Projects in a Controlled Environment) best practices.

The Infrastructure Services Section (ISS) is responsible for implementing, maintaining, and administering the ICT systems and services for high availability; designing, implementing, and operating IT security services; and managing the data centre. The platforms include Microsoft Windows servers, Linux servers, Oracle EBS infrastructure, data storage, and transmission networks, serving more than 2500 staff, as well as over 10000 external users around the world. The Section includes three Units: Network and Telecommunications, Enterprise Systems, and Security Systems.

## Main Purpose

The purpose of the post is to help the IAEA information and communication technology services define, create, and implement repeatable and consistent processes in the design, implementation, and maintenance of IT infrastructure.

## Role

The IT Systems Engineer is (a) a technical specialist supporting the design and formulation of procedures and standards on all aspects of IT infrastructure; (b) a team member supporting and coordinating services delivery; and (c) a project team member soliciting inputs from other specialists and assisting in defining, planning and executing projects.

## Partnerships

The IT Systems Engineer works closely with other members of project and operations teams to plan and implement projects and to resolve problems. The incumbent also interacts with other staff in the Division, especially from the IT Service Desk, with IT systems and service users in the IAEA, and with technical staff from other organizational units and vendor companies to provide incident management and to support cross-cutting projects and processes.

## Functions / Key Results Expected

Project management support: provides support to the Project Manager while running IT projects on a daily basis to ensure that projects produce the required results. This includes providing support in planning and monitoring the project, and creating/maintaining project documentation.

Service management: perform tasks to ensure the availability, performance and security of supported services within an agreed time frame. The service components include the software, operating systems, and virtual infrastructure. Tasks include the installation, upgrading, maintenance, monitoring and development of standard operating procedures.

Technical input: provide technical recommendation based on professional expertise.

Problem solving: investigate and resolve problems for services within his/her own area of responsibility, following ITIL processes.

## Competencies and Expertise

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>

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Commitment to continuous process improvement	Associate	Identifies opportunities for process, system and structural improvement as well as improving current practices, increasing effectiveness and achieving efficiency gains. Actively supports the application of sound quality management standards and process improvement.
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.
Client Orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Information Technology IT Security	Solid knowledge of IT Security practices and concepts
Information Technology Information Security	Strong knowledge of Information Security
Information Technology Project Management	Experience in project management, including project planning, work assignment and supervision, and in progress review and reporting
Information Technology Systems Administration	Up-to-date knowledge of an experience in administering Enterprise on-premise and Cloud systems.

### **Education, Experience and Language Skills**

- Bachelor's Degree in Computer Science, Computer Security, Software Engineering, Software Architecture or a related field.
- Minimum of two years of relevant experience in the IT Infrastructure areas indicated above.
- Knowledge of ITIL processes is desirable.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Recruitment Officer (P2)
<b>Organizational Unit:</b>	Recruitment Unit Human Resources Management Services Division of Human Resources Department of Management
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year with possible extension for an additional year

## Organizational Setting

The Division of Human Resources (MTHR), within the Department of Management, plans, acquires and manages human resources to effectively implement the IAEA programmes. It thus delivers the full spectrum of human resource services, including HR organizational development and planning, talent acquisition and development, performance management, and administration of compensation and benefits. The Division serves a multicultural workforce of approximately 2300 people from diverse scientific, technical, managerial and professional disciplines.

The HR Management Section (HMS) provides HR services to the Agency and advice to managers in the areas of recruitment, learning and development, staff relations and the business partner approach.

## Main Purpose

Working under the supervision and guidance of the Unit Head, the incumbent will contribute to the successful and efficient recruitment of staff for IAEA.

## Role

The Associate Recruitment Officer is: 1) a recruiter administering and supporting the recruitment activities of the Agency; 2) a client services focal point, building relationships with internal and external customers.

## Partnerships

She/he establishes and maintains partnerships within MTHR, Administrative Officers, Administrative Assistants and the Hiring Managers of the Departments she/he will be assigned to.

## Functions / Key Results Expected

- Coordinate and administer the internship programme.
- Review the current internship process with a view for process improvements and potentially transitioning it to be managed at the department/divisional level.
- Prepare the update and coordinate with AIPS on the changes required in the Applicant Tracking System (Taleo) system.

- Prepare relevant documentation such as internship process flow charts, user guides and templates, check lists for the recruitment and administration of the process.
- Provide training to department/divisions on the internship processes and procedures.
- Plan a HR framework/structure for coordination between internal and external stakeholders and establish internal Standard Operating Procedures (SOPs).
- Assist with other recruitment activities such as posting of vacancies, pre-screening of applicants, interviewing, assessment, reference checks.
- In close collaboration with the team, provide assistance with outreach activities such as participation in career fairs, recruitment mission, HR open days and various internal and external conferences.
- Support training activities related to recruitment and outreach.

## Competencies and Expertise

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Client orientation	Individual Contributor	Helps clients to analyse their needs. Seeks to understand service needs from the client's perspective and ensure that the client's standards are met.
Commitment to continuous process improvements	Individual Contributor	Plans and executes activities in the context of quality and risk management and identifies opportunities for process, system and structural improvement, as well as improving current

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		practices. Analyses processes and procedures, and proposes improvements.
Resilience	Individual Contributor	Maintains a high level of performance when facing pressure and uncertainty. Able to remain calm and self-controlled, and to respond logically and decisively in difficult situations.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Administrative Support Discretion and Respect for Confidentiality	A high degree of tact, diplomacy and discretion and proven ability to maintain confidentiality.
Administrative Support MS Office (Word, Excel, Outlook, PowerPoint)	Proficiency in the use of office software products (MS Word, Excel, PowerPoint, graphs, etc.)
Human Resources International Human Resource Management	Knowledge of international HR principles, concepts and practices
Human Resources Recruitment	Sourcing through specific search methods online tools and job boards to identify talent for nuclear and non-nuclear related positions
Legal Agency's Statute, Rules of Procedures, Regulations, Practices and Precedents	Objectivity and the ability to apply HR regulations and rules in a fair and consistent manner; ability to solve complex issues and propose solutions.

## **Education, Experience and Language Skills**

- A first level university degree in business administration, international relations, human resources or related field.
- Minimum two years of experience in human resources.
- Work experience in international environment is an asset.
- Experience in project management is highly desirable.
- Excellent oral and written command of English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian, Spanish) an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate General Services Officer (P2)
<b>Organizational Unit:</b>	Transport and General Support Section Division of General Services Department of Management
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Management's Division of General Services (MTGS) provides support functions to the IAEA through its five Sections, namely the Archives and Records Section (ARMS), the Commissary Management Section (CMS), the Facilities Management Section (FMS), the Transport and General Support Section (TGSS), and the Seibersdorf Laboratories Services Section (SLSS).

The Transport and General Support Section is responsible for the co-ordination of the IAEA's travel requirements among the Departments and the Agency's Travel Management Company, handling of official shipments, household goods storage and removals, management of the IAEA official vehicles, processing of duty travel visas, Austrian visas and UNLPs. It also prepares and processes petrol tax refunds for official vehicles and diplomats, issues and renews Austrian residency permits ('legitimation' cards) for eligible staff members, experts, fellows, consultants, and interns. The Section also provides housing services to IAEA staff.

## Main Purpose

Under the overall supervision of the Director, Division of General Services and the direct guidance of the Section Head, the Associate General Services Officer provides direct assistance to the Section Head, in the preparation of Managers' dashboards on data from the AIPS Plateau 4 Travel Module and other data available/processed in the Section. The Associate General Services Officer supports Section Head in evaluating, summarizing requirements and creating the new Managers' dashboard.

## Role

The Associate General Services Officer will be responsible for the evaluation, preparation and implementation of Managers' dashboard. He/She will also coordinate with business process owners, staff from other departments and MTIT in the implementation of the strategy for Managers' dashboard.

## Partnerships

Associate General Services Officer monitors and liaises with external service providers to ensure the service delivery issues in the Section are addressed in a timely manner. She/he works closely with counterparts in other Departments and within the Division for the delivery of services aimed at supporting the creation of the Managers' dashboard.

The Associate General Services Officer interacts daily with IAEA staff at large, specifically TGSS and MTGS, for relevant policy guidance and MTIT for IT related matters and interfaces.

## Functions / Key Results Expected

Provide technical expertise in defining the Business Intelligence (BI) architecture.

Provide technical solution recommendations by participating in the creation and ongoing updates to the Managers' dashboard and translating requirements into solutions.

- Plan, organize, and evaluate the implementation of the Business Intelligence architecture.

Undertake collection, cleaning, aggregation, validation, analysis, dissemination and use of data trend analysis for Manager's dashboard,

- Assume the technical leadership a high impact on the effectiveness of the Managers' dashboard

- Contribute to the development and implementation of user support and training modules and manuals on the use of the Managers' dashboard.

- Carry out specific projects assigned by the Director, Division of General Services and the Section Head, Travel and General Support Section.

## Competencies and Expertise

Core Competencies		
Competence	Occupational Role	Behavioural Indicator
Planning and Organizing	Individual Contributor	Plans and organizes his/her own work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans
Communication	Individual Contributor	Communicates orally and in writing in a clear, concise and impartial manner. Takes time to listen to and understand the perspectives 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.

Functional Competencies		
Competence	Occupational Role	Behavioural Indicator
Client Orientation	Associate	Helps clients to analyse their needs. Seeks to understand service needs from the client's



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		perspective and ensure that the client's standards are met.
Commitment to continuous process Improvement	Associate	Plans and executes activities in the context of quality and risk management and identifies opportunities for process, system and structural improvement, as well as improving current practices. Analyses processes and procedures, and proposes improvements.
Technical/scientific credibility	Associate	Ensures that work is in compliance with internationally accepted professional standards and scientific methods. Provides scientifically/technically accepted information that is credible and reliable.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Information Management Information Architecture	Experience architecting and designing solution based on services. Experience in supporting and Managing IT Projects.
Information Technology, Business Intelligence	Experience with business intelligence tools such as the Microsoft Business Intelligence suite, Qlick or Tableau
Management and Programme Analysis, Project Management	Experience in IT project management based on best practices such as PMP or Prince2 project management methodology.
Administrative Support, MS Office (Word, Excel, Outlook, PowerPoint)	Good computer skills and knowledge of Microsoft Office 2010 (Outlook, Word, Excel, PowerPoint) which is the IAEA standard.
General Services, Travel Management	Ability to interpret rules and procedures and to find innovative ways to summarize adherence to the rules and procedures.

## **Education, Experience and Language Skills**

- University degree in Information Science, Computer Science, Information Technology, Business administration or other related field.
- Minimum two years of directly related experience as a business analyst, project manager or both, in designing intelligent dashboard solutions.
- Experience in data processing, visualizations, interpretations and dissemination.
- Experience in exploratory data analysis and data validation techniques
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Partnership Officer (NAEL) (JPO) (P-2)
<b>Organizational Unit:</b>	IAEA Environment Laboratories (NAEL), Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 2 years

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes. The IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications comprising four laboratories, of which three are located in Monaco and one in Seibersdorf (about 45 km south of Vienna). NAEL implements the Environment Program under Major Program 2; the part relevant to marine ecosystems is implemented in Monaco, that relevant to terrestrial ecosystems is implemented in Seibersdorf. The Division operates in a complex environment, receiving inputs from many parts of the organization, including the Department of Technical Cooperation for the implementation of several projects and other Departments for horizontal collaboration. The Director's office is located in Monaco.

## Main Purpose

Under the overall guidance of Director of NAEL and working closely with the respective Section Heads in the Division, the Associate Partnership Officer contributes to outreach, information sharing and fundraising planning activities of the division. She/he supports collaboration among all relevant stakeholders within the IAEA and contributes to the establishment and strengthening of new and existing partnerships with donors.

## Role

The Associate Partnership Officer (NAEL) is (1) a communicator working closely with NAEL and other IAEA programme stakeholders in support of outreach and information sharing activities in the Division; (2) a writer/researcher, drawing together information from a variety of sources and shaping it into outreach products for a range of media, including audio-visual; and (3) an analyst and early adopter, monitoring communication trends and supporting the extension of NAEL outreach activities. (4) a fundraiser actively engaged in fundraising planning and identifying external funds. The Associate Partnership Officer (NAEL) liaises with staff in the Department of Nuclear Sciences and Applications,

the Communication function in the Office of DDG, other IAEA technical Departments, the Office of Public Information and Communication (OPIC) and the Division of Conference and Document Services (MTCDD) to support in-house outreach partnerships.

The incumbent supports external partnerships through liaising with Member States, other UN organizations and the general public in order to participate in developing linkages with appropriate partners and to assist in presenting the work of the Division to a wider audience.

## Functions / Key Results Expected

- Support to the Director by providing high quality information products, liaising with partners, and identifying potential new partners.
- In coordination with OPIC, develop improved web-based information on: the respective Peaceful Uses Initiative projects administered by the Division; the respective Collaborating Centres engaged by the Division; past and future video productions concerning the work of the Division; the presentation of the Division's semi-annual newsletter. Coordinate the various mailing-lists used by staff in the Division to ensure web-based communication products realise the maximum distribution possible.
- Provide technical editing and proofreading of official documentation and presentations for consistency.
- Assist in the organization of NAEL partnership outreach events such as workshops, exhibitions and press conferences
- Assist with the preparation of Practical Arrangements, MoUs, and annual work plans with collaborating institutions and other intergovernmental organisations
- Contribute to the development and implementation of a NAEL fundraising and provide analysis on the funding priorities and trends of traditional or non-traditional donors.  
Keep abreast with external developments in resource mobilization, support the organization of fundraising activities, such as donor briefings and presentations, and help identify collaborative opportunities.
- Actively identify grant opportunities in line with agreed organizational procedures and in close cooperation with internal counterparts in the Office of Legal Affairs, the Office of Procurement Services and Division of Budget and Finance.
- Lead proposal development for donors/prospects and support cross-divisional teams to respond to funding opportunities
- Support the provision of transparent, high quality targeted reports for donors as agreed in the respective agreements.
- Consistently monitor systematic, regular and transparent reporting on all sub-programmatic activities and results.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Client orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.
Judgment/Decision Making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules
Partnership building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Bioscience  Environmental Assessment and Remediation Strategies	Good knowledge of global environmental challenges and the role of nuclear applications in addressing those challenges
Management and Programme Analysis  Analytical Writing Skills	Strong knowledge of contemporary communication media
Public Information and External Relations  Public Information and Communication	Experience in managing social media and web presence

## **Education, Experience and Language Skills**

- University degree in Communication or Science communication, Public Information, External Relations or Political Science
- Minimum of two years of relevant professional experience in the field of communication and/or resource mobilization.
- Fluency in written and spoken English, with proven ability to write and edit reports as well as to make oral presentations. Working knowledge of French an asset.
- Knowledge of another IAEA official language (Arabic, Chinese, Russian or Spanish) an advantage.
- Ability to work in a multi-cultural setting, with sensitivity and respect for diversity.
- Ability to carry out assigned tasks in a timely manner under minimal supervision.
- Good planning and organizing skills with the ability to be flexible and to work independently.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Quality Assurance Officer (NAEL) (P2)
<b>Organizational Unit:</b>	Terrestrial Environment Laboratory IAEA Environment Laboratories, Seibersdorf Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Nuclear Sciences and Applications Department and consists of four laboratories three of which are located in Monaco and one in Seibersdorf (approximately 45 km south of Vienna). NAEL implements the Programme "Environment" under the Major Programme 2, the part relevant to marine ecosystem is implemented in Monaco, that one relevant to terrestrial ecosystem in Seibersdorf. The Division operates in a complex matrix environment with inputs from many parts of the organization, such as Technical Cooperation Department for implementation of several projects as well as other Departments for horizontal collaborations. The Director’s office is located in Monaco.

The Terrestrial Environment Laboratory (TEL) assists Member States in enhancing the quality of their analytical measurement data for the determination of trace elements and radionuclides and in the use of nuclear techniques for understanding and protecting the terrestrial and atmospheric environments. This is accomplished through the provision of reference products, such as matrix reference materials, validated procedures, proficiency tests, and guidelines for environmental protection, as well as through the coordination of laboratory networks and training activities.

## Main Purpose

Under the supervision of the Section Head and as part of a team, the Associate Quality Assurance Officer (NAEL) (JPO) will contribute to maintaining the quality management system at TEL and expanding its scope of accreditation and will support the implementation of metrological principles in the Member States’ laboratories.

## Role

The JPO will assist in implementing and monitoring the quality management system at TEL according to international standards (i.e. ISO standards), and in close cooperation with colleagues prepare documentation on work processes for the foreseen accreditation of environmental alpha-beta radiochemistry and stable isotopes. The incumbent will provide support to the establishment of metrological principles in Member States' laboratories.

## Partnerships

The JPO will work as part of a team in a multidisciplinary environment at TEL and will interact with other IAEA laboratories in enhancing their metrological principles and quality management. He/she will also collaborate with colleagues to assist in provision of training on quality control principles. The incumbent will be involved in contacts with the Austrian accreditation body towards accreditation of methods at TEL.

## Functions / Key Results Expected

- Draft and prepare documents for the accreditation of main analytical techniques applied at TEL according to international standards (i.e. ISO-17025) in cooperation with technical staff, particularly in the fields of alpha-beta radiochemistry and stable isotope mass spectrometry.
- Initially plan and draft documents for the future accreditation of the TEL laboratory as a proficiency testing provider according to international standards (i.e. ISO-17043) in cooperation with technical staff.
- Prepare, revise and update recommended procedures and guidelines for the application of metrological principles in the Member States' laboratories
- Disseminate information on quality management and metrological principles by assisting in setting up dedicated training courses for Member States' laboratories

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## Competencies and Expertise

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.

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Planning and Organizing	Individual Contributor	Plans and organizes his/her own work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans.
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<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement / decision making	Individual contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Physical Science / Environment / Quality Management	Good knowledge of laboratory quality management principles
Management and Administrative Support / Management and Programme Analysis / Analytical Writing Skills	Good writing skills, ability to describe technical facts and procedures in a concise manner
Management and Administrative Support / Administrative Support / MS Office (Word, Excel, Outlook, PowerPoint)	Proficiency in MS office

### **Education, Experience and Language Skills**

- University degree in natural sciences or a technical field
- Minimum of 2-year experience related to a technical field, especially to laboratory work
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Environmental Monitoring Officer (P2)
<b>Organizational Unit:</b>	Terrestrial Environment Laboratory IAEA Environment Laboratories, Seibersdorf Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Nuclear Sciences and Applications Department and consists of four laboratories three of which are located in Monaco and one in Seibersdorf (approximately 45 km south of Vienna). NAEL implements the Programme "Environment" under the Major Programme 2, the part relevant to marine ecosystem is implemented in Monaco, that one relevant to terrestrial ecosystem in Seibersdorf. The Division operates in a complex matrix environment with inputs from many parts of the organization, such as Technical Cooperation Department for implementation of several projects as well as other Departments for horizontal collaborations. The Director's office is located in Monaco.

The Terrestrial Environment Laboratory (TEL) assists Member States in enhancing the quality of their analytical measurement data for the determination of trace elements and radionuclides and in the use of nuclear techniques for understanding and protecting the terrestrial and atmospheric environments. This is accomplished through the provision of reference products, such as matrix reference materials, validated procedures, proficiency tests, and guidelines for environmental protection, as well as through the coordination of laboratory networks and training activities.

## Main Purpose

As a member of the Environmental Assessment & Management team, supervised by the Laboratory Head, the Associate Environmental Monitoring Officer (JPO) supports the preparation of training materials on environmental monitoring of radioactivity and of associated training programmes and workshops.



## Role

The JPO is: (1) a *programme implementer*, contributing to the implementation of training programmes in the areas of sampling and field measurement techniques related to environmental monitoring and radioecology; (2) a *scientific assistant* to organize training events at IAEA and potentially in Member States in cooperation with other staff and to prepare lecture materials for further regular use in future courses; (3) a *technical officer* for providing technical and scientific input from existing training materials in the fields of radioecology, remediation, and environmental monitoring.

## Partnerships

The JPO provides assistance and support related to conducting training events to other staff in the Environmental Laboratories, both in the field of marine and terrestrial environment. He/she interacts with staff of other divisions in multidisciplinary approaches for training aspects of environmental assessments and remediation, and cooperates actively with scientists from Member States for training and knowledge transfer. He/she promotes collaboration with other relevant organisations, scientific associations and other stakeholders active in environmental monitoring and radioecology.

## Functions / Key Results Expected

The overall framework of the incumbent's tasks is established within the Subprogramme of Environmental Monitoring. The incumbent is expected to take initiatives and accomplish the following key results:

- To develop adopted training materials (from existing draft material) in areas of sampling of soils, water, plants and other environmental objects and on optimising sampling strategies for monitoring in areas affected by both routine discharges and accidental releases of radionuclides.
- To organise training courses in close cooperation with other staff (at least 1 training event per year) in areas of environmental sampling. To assist IAEA Member States in designing training courses to enhance their capability for evaluating radionuclide pathway analysis and remediation strategies based on environmental monitoring data.
- To provide technical assistance to Member States on questions related to terrestrial and freshwater radioactivity monitoring studies.
- To pre-screen (according to provided criteria) and support the evaluation of applications for fellowships, scientific visits and attendance to training courses, and to review technical papers and related documents in the area of radioecology.

## Competencies and Expertise

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.

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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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement / decision making	Individual contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Environment /Environmental Sampling	Practical experience in environmental sampling and knowledge on sampling design schemes
Physical Science /Environment /Environmental Monitoring and Assessment	Understanding of environmental radionuclide monitoring and its use for environmental risk assessment
Training / Training / Training Implementation	Expertise in preparation of educational training material and in conducting training

### **Education, Experience and Language Skills**

- University degree in environmental sciences (i.e. biochemistry, biology, toxicology or radioecology). An advanced degree is an asset.
- Minimum of 2-year experience related to environmental monitoring or radioecology.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist (Low-level Alpha and Beta counting) (P2)
<b>Organizational Unit:</b>	Terrestrial Environment Laboratory IAEA Environment Laboratories, Seibersdorf Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco and one in Seibersdorf, Austria (the Terrestrial Environment Laboratory, located approx. 45 km south of Vienna). NAEL implements the IAEA Environment Programme under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The Terrestrial Environment Laboratory (TEL) has expertise in the fields of environmental radioactivity measurement, development of radioanalytical methods, modelling of radionuclide dispersion and transfer. Moreover, as a special service to Member States TEL produces radionuclide reference materials of terrestrial origin and organises proficiency tests for laboratories on a yearly basis. It collaborates with Member States to assist them in their development and to implement capacity building technical cooperation projects. It also helps them to prepare for emergency situations, supports analytical quality in Member States laboratories and provides training.

## Main Purpose

Under the supervision of the Laboratory Head, the Associate Research Scientist (Low-level Alpha and Beta counting) (JPO) carries out research related to the development of radioactivity screening techniques for environmental and related samples. The researcher will conduct experimental work to contribute to the improvement of the existing screening methods and will participate in method

development, determination of their characteristics and establishment of a threshold system for the practical utilisation of gross alpha and beta (GAB) measurements.

## Role

As part of a team reporting to the Laboratory Head, the JPO is: (1) a *technical specialist* assisting in the development and implementation of GAB measurement techniques, (2) *an analyst* processing and analysing data, and (3) *a communicator* preparing and presenting results through technical reports and scientific publications. The JPO will perform other related duties as necessities arise.

## Partnerships

The JPO builds and maintains working relationships with staff of the TEL engaged in radionuclide analyses and with similar relevant staff of other laboratories of the Environment Laboratories and of other IAEA divisions. The JPO also develops and builds networks with scientists and technical staff from Member State laboratories to exchange information on the development and the applications of GAB measurements and of low level radioactivity measurements in screening techniques. The JPO will collaborate with project officers and researchers on projects supporting the application of GAB measurement techniques to environmental assessment as well as quality and safety purposes.

## Functions / Key Results Expected

- Perform low-level measurements of radioactivity using radioanalytical techniques
- Participate in the development of gross alpha and beta measurement method(s) using different counting techniques
- Participate in laboratory measurements of radioactivity in environmental samples collected for method development and for reference material characterisation
- Analyse and evaluate experimental data and infer conclusions for the preparation of technical reports and scientific manuscripts for publication
- Perform maintenance of routine equipment used in screening techniques, and provide instructions and training of use of the equipment to fellows of course participants.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual Contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement / decision making	Individual Contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Physical Science / Physics / Low Level Radiometrics Techniques	Knowledge in radionuclide measurements at environmental level
Physical Science / Environment / Environmental Radiochemistry	Basic knowledge in radiochemistry techniques

### **Education, Experience and Language Skills**

- University degree in chemistry, physics or similar.
- Minimum of two-years of experience in environmental radioactivity, radiochemistry
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Analytical Chemist, Radionuclides (P2)
<b>Organizational Unit:</b>	Marine Environmental Studies Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications comprising four laboratories, of which three are located in Monaco and one in Seibersdorf (about 45 km south of Vienna). NAEL implements the Environment Program under Major Program 2; the part relevant to marine ecosystems is implemented in Monaco, that relevant to terrestrial ecosystems is implemented in Seibersdorf. The Division operates in a complex environment, receiving inputs from many parts of the organization, including the Department of Technical Cooperation for the implementation of several projects and other Departments for horizontal collaboration. The Director's office is located in Monaco.

The Marine Environmental Studies Laboratory (MESL) is one of three laboratories in Monaco. It is staffed by three professionals and five technical support staff members. Working with various UN and regional organizations throughout the world, MESL provides technical support for the monitoring and assessment of marine pollution. Research focuses on case studies of inorganic and organic contaminants in the marine coastal zone. MESL supports marine analytical chemistry by producing marine certified reference materials, organizing global inter-comparison exercises, and running training courses for the analysis of pollutants in the marine environment.

## Main Purpose

The Associate Analytical Chemist, Radionuclides will contribute to the programme development and application of analytical methods for long lived radionuclides, in view of assisting Members States laboratories implementing marine monitoring programmes. The JPO will be further involved in the procurement for and maintenance of laboratory equipment, supporting overall operations and participated in the training of fellows.

Role

The JPO is a technical specialist carrying out complex chemical procedures on the determination of long lived radionuclides in environmental samples using HR ICP-MS techniques. He/she is an analyst processing and analysing data, and preparing and presenting results through technical reports and scientific publications. He/she will also collaborate with the Technical Cooperation (TC) Department of the IAEA TC Programme on the projects related with this topic.

## Partnerships

The JPO has frequent contact with Professional and General Service staff within the Section as well as throughout the Division of NAEL for day-to-day operations including on-going experimental work. He/she closely cooperates with fellows, is involved in organizing their research work in relation to long lived radionuclides analysis, administering training material, and providing technical assistance as required. The JPO may be involved in the preparation of obtaining equipment/material for the laboratory and interacts with laboratories around the world to support them in enhancing the implementation of long lived radionuclides analysis in Member States Laboratories. The JPO will collaborate with project officers and researchers on projects supporting the application of HR ICP-MS measurement techniques to environmental monitoring and assessment, climate and environmental change studies and the characterisation of reference materials of marine origin.

## Functions / Key Results Expected

- Development and validation of analytical procedures for High Resolution Inductively Coupled Plasma-Mass Spectrometry (HR ICP-MS) determination of long lived radionuclides in marine environmental samples;
- Development and validation of analytical procedures for HR ICP-MS determination of isotopic ratios of long lived radionuclides for pollution source apportionment in contaminated regions;
- Development of sample preparation procedures for long lived radionuclides mass fractions in seawater, sediments and biota samples appropriate for the analysis with HR ICP-MS technique. Carry out statistical treatment of obtained results;
- To take part in the training of Fellows and other trainees in MESL on the determination of long lived radionuclides in marine environment samples with HR ICP-MS;
- Drafting and revising of standard operating procedures (SOPs), reports and guidelines and collaborate in the establishment and maintenance of the laboratory's quality system.
- Dissemination of obtained results in IAEA Member States Laboratories via scientific publications, IAEA reports and conference presentations

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgment/Decision Making	Individual contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules
Knowledge sharing and learning	Individual contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Analytical Chemistry	Good knowledge on long lived radionuclides behaviour in environmental samples.
Analytical Techniques	Good practical knowledge on the application of HR ICP-MS for determination of long lived radionuclides in environmental samples
Cleanroom Laboratory	Clean laboratory working experience
Trace Element Analysis	Good knowledge on the instrumental analysis of trace elements in environmental samples

### **Education, Experience and Language Skills**

- University degree in chemistry, environmental sciences or a related scientific field
- Minimum of two years of relevant experience in the field of analytical chemistry and long lived radionuclides
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Laboratory Analyst (Isotopes) (P2)
<b>Organizational Unit:</b>	Marine Environmental Studies Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The IAEA Environment Laboratories consists of four laboratories, three of which are located in Monaco and one in Seibersdorf. The Division implements the IAEA Environment Programme and operates in a complex matrix environment with inputs from many parts of the organization, such as the Department of Technical Cooperation for the implementation of projects, and also collaborates with other Departments. The Director's office is located in Monaco.

The Marine Environmental Studies Laboratory (MESL) is located in Monaco and currently has 8 staff. It is the analytical support centre for isotopic and elemental analysis of trace elements, organic contaminants and long lived radionuclides in the marine environment. It provides reference materials, recommends procedures and carries out proficiency tests and global interlaboratory comparisons for quality assurance programmes for the determination of non-nuclear contaminants. It implements marine monitoring programmes in collaboration with regional laboratories, and provides training in analytical techniques and metrology in chemistry.

## Main Purpose

Reporting to the Unit Head and Professional staff, the Associate Laboratory Analyst (Isotopes) (JPO) conducts laboratory tests related to on-going research and development work on using Carbon and Nitrogen stable isotopes to assess organic matter cycling in the marine environment, fingerprinting oil contaminant sources and investigating eutrophication processes in the coastal marine environment. The JPO will contribute to the development and optimisation of analytical methods for stable light isotopes analysis (C and N) and participates in studies in view of assisting Member States understanding climate change and pollution processes in vulnerable coastal marine ecosystems. The JPO will be further

involved in the procurement for and maintenance of laboratory equipment, supporting overall operations and participated in the training of fellows.

## Role

The JPO is a laboratory analyst, carrying out sample preparation and analysis of carbon and nitrogen stable isotopes; a technical specialist optimising chemical procedures and methods to enable accurate and precise measurements of carbon and nitrogen stable isotopes in environmental samples; and an internal quality control analyst to assist and maintain the quality management system on analyses of stable isotopes.

## Partnerships

The Junior Professional Officer (JPO) has frequent contact with Professionals and General Service staff within the section as well as throughout the other sections for day-to-day operations including on-going experimental work. He/she also has consistent contact with fellows and associates in organizing their research work, in relation to the analysis of stable isotopes of carbon and nitrogen, administering training material, and providing technical assistance as required. The JPO has external contact with local suppliers in attaining equipment/material for the laboratory and interacts with laboratories around the world on issues related to the optimisation of analytical methods for stable isotopes analysis. He/she will also collaborate with the Technical Cooperation (TC) Department of the IAEA TC Programme on this topic.

## Functions / Key Results Expected

- To carry out analysis of carbon and nitrogen stable isotopes using Isotope Ratio Mass Spectrometry (IRMS) as requested in the regular programme and extra budgetary projects of MESL.
- Development and optimisation of methods for the analysis of light stable isotopes and evaluation of the results, to understand climate change and pollution processes.
- Apply stable isotopes techniques in fingerprinting pollution sources
- Technical support of the training process of Fellows and other trainees in the laboratory, on the analysis of carbon and nitrogen stable isotopes in environmental samples.
- Prepare and revise standard operating procedures (SOPs) and collaborate in the establishment and maintenance of the laboratory's quality system.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual Contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement/decision making	Individual Contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Analytical techniques	Experience in the field of isotope mass spectrometry techniques and gas chromatography
Data analysis	Experience in the handling of datasets, statistical experience and generating graphic data analysis products.

### **Education, Experience and Language Skills**

- University degree in chemistry, environmental sciences or a related scientific field.
- Minimum of two years of relevant professional experience in the field of analytical chemistry
- Publications in this field would be an advantage.
- Fluency in written and spoken English, with proven ability to write and edit reports as well as to make oral presentations. Working knowledge of French desirable. Knowledge of another IAEA official language (Arabic, Chinese, Russian or Spanish) an advantage.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Laboratory Analyst (Trace Metal Speciation) (P2)
<b>Organizational Unit:</b>	Marine Environmental Studies Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The IAEA Environment Laboratories consists of four laboratories, three of which are located in Monaco and one in Seibersdorf. The Division implements the IAEA Environment Programme and operates in a complex matrix environment with inputs from many parts of the organization, such as the Department of Technical Cooperation for the implementation of projects, and also collaborates with other Departments. The Director's office is located in Monaco.

The Marine Environmental Studies Laboratory (MESL) is located in Monaco and currently has 8 staff. It is the analytical support centre for isotopic and elemental analysis of trace elements, organic contaminants and long lived radionuclides in the marine environment. It provides reference materials, recommends procedures and carries out proficiency tests and global interlaboratory comparisons for quality assurance programmes for the determination of non-nuclear contaminants. It implements marine monitoring programmes in collaboration with regional laboratories, and provides training in analytical techniques and metrology in chemistry.

## Main Purpose

Reporting to the Unit Head and Professional staff, the Associate Laboratory Analyst (Trace Element Speciation) (JPO) conducts laboratory tests related to on-going research and development work on trace elements and their speciation to assess trace element pollution in the marine environment, and to assess how different trace element species are transferred differently through organisms and the food chain. The JPO will contribute to the development and optimisation of analytical methods for trace element speciation and participates in studies in view of assisting Member States understanding the effect of speciation of trace elements in the bioavailability of trace elements. Changes of the speciation as a result of climate change, and pollution processes in vulnerable coastal marine ecosystems. The JPO will be

further involved in the procurement for and maintenance of laboratory equipment, supporting overall operations and participated in the training of fellows.

## Role

The JPO is a laboratory analyst, carrying out sample preparation and analysis of trace element analysis and trace element speciation analysis; a technical assistant supporting the team in optimising chemical procedures and methods to enable accurate and precise measurements of trace element and their speciation in environmental samples; and an internal quality control analyst to assist and maintain the quality management system on analyses of trace element and their speciation.

## Partnerships

The Junior Professional Officer (JPO) has frequent contact with Professionals and General Service staff within the section as well as throughout the other sections for day-to-day operations including on-going experimental work. He/she also has consistent contact with fellows and associates in organizing their research work, in relation to the analysis trace element and their speciation, administering training material, and providing technical assistance as required. The JPO has external contact with local suppliers in attaining equipment/material for the laboratory and interacts with laboratories around the world on issues related to the optimisation of analytical methods trace element speciation. He/she will also collaborate with the Technical Cooperation (TC) Department of the IAEA TC Programme on this topic.

## Functions / Key Results Expected

- To carry out analysis of trace elements and trace element speciation using a variety of analytical tools such as ICP-MS, AAS, mercury analysers, and the coupling of these instruments with separation techniques as requested in the regular programme and extra budgetary projects of MESL.
- Support the team in the development and optimisation of methods for the analysis of trace elements and their speciation and evaluation of the results, to understand climate change and pollution processes.
- Apply trace element speciation analysis to monitor pollution in samples sourced from Member States
- Provide technical support of the training process of Fellows and other trainees in the laboratory, on the analysis of trace element analysis and trace element speciation analysis in environmental samples.
- Drafts and revise in close consultation with the team, standard operating procedures (SOPs) and collaborate in the establishment and maintenance of the laboratory's quality system.

## Competencies and Expertise

Core Competencies		
Competence	Occupational Role	Behavioural Indicator

**RESTRICTED**

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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual Contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement/decision making	Individual Contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Analytical techniques	Experience in the field of trace metal analysis, specifically with speciation analysis
Data analysis	Experience in the handling of datasets, statistical experience and generating graphic data analysis products.

**Education, Experience and Language Skills**

- University degree in chemistry, environmental sciences or a related scientific field.
- Minimum of two years of relevant professional experience in the field of analytical chemistry
- Publications in this field would be an advantage.

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- Fluency in written and spoken English, with proven ability to write and edit reports as well as to make oral presentations. Working knowledge of French desirable. Knowledge of another IAEA official language (Arabic, Chinese, Russian or Spanish) an advantage.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Analytical Chemist (Organic Contaminants) (P2)
<b>Organizational Unit:</b>	Marine Environmental Studies Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The IAEA Environment Laboratories consists of four laboratories, three of which are located in Monaco and one in Seibersdorf. The Division implements the IAEA Environment Programme and operates in a complex matrix environment with inputs from many parts of the organization, such as the Department of Technical Cooperation for the implementation of projects, and also collaborates with other Departments. The Director's office is located in Monaco.

The Marine Environmental Studies Laboratory (MESL) is located in Monaco and currently has 8 staff. It is the analytical support centre for isotopic and elemental analysis of trace elements, organic contaminants and long lived radionuclides in the marine environment. It provides reference materials, recommends procedures and carries out proficiency tests and global interlaboratory comparisons for quality assurance programmes for the determination of non-nuclear contaminants. It implements marine monitoring programmes in collaboration with regional laboratories, and provides training in analytical techniques and metrology in chemistry.

## Main Purpose

As part of a team led by the Laboratory Head and Professional staff, the Associate Analytical Chemist will conduct laboratory tests related to the analytical determination of regulated and new emerging organic contaminants in the marine environments, including polyfluorinated compounds, emerging brominated flame retardants, and other new contaminants recently added under the Stockholm Convention. The incumbent will contribute to the development and optimisation of analytical methods for monitoring regulated organic contaminants and new emerging contaminants in different environmental matrices. He/she will participate in studies to better assess, in the context of global environmental and climate change, the impacts of organic contaminants on ecosystem services. He/She



will be further involved in the use and maintenance of the liquid chromatography-mass spectrometry (LC-MS/MS) equipment, supporting overall operations and participating in the training of fellows.

## Role

The Associate Analytical Chemist (Organic Contaminants) is a 1. a laboratory analyst, carrying out sample preparation and analysis of organic contaminants, including emerging contaminants; 2. a technical contributor to optimising chemical procedures and methods to enable accurate and precise measurements of organic contaminants in environmental samples; and 3. an internal quality control analyst to assist and maintain the quality management system on analyses of emerging contaminants using the LC-MS/MS.

## Partnerships

The Associate Analytical Chemist (Organic Contaminants) will work as part of a team in a multidisciplinary environment. He/she will work in the framework of international collaboration on the use of liquid chromatography-mass spectrometry (LC-MS/MS) equipment to study the transfer of organic contaminants in ecosystems impacted under environmental/climate change scenarios. He/she will also assist developing and implementing research projects aimed at supporting NAEL's sub-programme on solutions to support sustainable management of coastal and marine ecosystems. He/she will also collaborate with the Technical Cooperation (TC) Department of the IAEA TC Programme on these topics.

## Functions / Key Results Expected

Make proposals with regard to development and optimization of analytical methods for the detection and quantification of regulated and emerging organic contaminants, using the LC-MS/MS equipment . Carry out analysis of regulated and emergent contaminants using liquid chromatography-mass spectrometry (LC-MS/MS) as requested in the regular programme and extra budgetary projects of MESL.

Evaluate results, to understand climate change and pollution processes for the preparation of technical reports and scientific manuscripts for publication.

Provide training courses to fellows and other trainees in the laboratory, on the analysis of regulated and emerging organic contaminants using the LC-MS/MS equipment in environmental samples.

Prepare and propose revised standard operating procedures (SOPs) and collaborate in the establishment and maintenance of the laboratory's quality system.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual Contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement/decision making	Individual Contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Chemistry Analytical Chemistry Good knowledge in analytical chemistry	Chemistry Analytical Chemistry Good knowledge in analytical chemistry
Chemistry Contaminants in Environmental Samples Relevant professional experience in the field of liquid chromatography and mass spectrometry	Chemistry Contaminants in Environmental Samples Relevant professional experience in the field of liquid chromatography and mass spectrometry
Environment Environmental Analytical Techniques Good knowledge in analytical chemistry and environmental sciences	Environment Environmental Analytical Techniques Good knowledge in analytical chemistry and environmental sciences

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## **Education, Experience and Language Skills**

- University degree in chemistry, environmental sciences or a related scientific field with a demonstrated knowledge in the field of analytical methodology used for the determination of non-nuclear pollutants in marine environment.
- Minimum of two years of relevant professional experience in the field of liquid chromatography and mass spectrometry.
- Publications in the fields of liquid chromatography and mass spectrometry specialization would be advantage.
- Fluency in written and spoken English, with proven ability to write and edit reports as well as to make oral presentations. Working knowledge of French desirable. Knowledge of another IAEA official language (Arabic, Chinese, Russian or Spanish) an advantage.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist (Marine Ecotoxicology) (P2)
<b>Organizational Unit:</b>	Radioecology Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco (including the Radiometrics Laboratory) and one in Seibersdorf, Austria (approx. 45 km south of Vienna). NAEL implements the IAEA Programme Environment under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The role of the Radioecology Laboratory (REL) is to improve knowledge of the processes which determine the behaviour and fate of radionuclides and other contaminants in the environment, with a particular emphasis on the biosphere. Its activities are in the field of radioecology with applications to ecotoxicology and biogeochemistry. REL project work aims to assist and enhance capability in Member States in the use of nuclear and isotopic techniques to understand and assess contaminant transfer and environmental processes.

## Main Purpose

As part of a team led by the Laboratory Head, the Associate Research Scientist (Marine Ecotoxicology) (JPO) carries out research using nuclear and isotopic techniques to assess, in the context of global environmental and climatic change, the impact of multi-stressors on coastal and marine ecosystems and their associated organisms. Through participation in diverse projects, the JPO will contribute assess the major risks that societally-relevant marine organisms will face in a changing world by addressing a diverse suite of external stressors including, biotoxins, contaminants, and radionuclides. For example, the effects of sustained ocean acidification, temperature-, dissolved oxygen-fluctuations and biotoxins will be addressed in controlled aquaria where dissolved oxygen, temperature, salinity, pH-CO<sub>2</sub> and

other key environmental parameters can be carefully regulated and evaluated using nuclear and isotopic techniques. Such information is vital to bolster Member State seafood safety programmes by providing new information on best practices, bio-magnification and trophic transfer rates, and baseline information.

## **Role**

Under supervision of the Head of the Radioecology Laboratory, the JPO is: (1) a *technical specialist* assisting in the development and implementation of low-level radioactivity measurement techniques in controlled aquaria, (2) *an analyst* processing and analysing data, and (3) *a communicator* preparing and presenting results through technical reports and scientific publications. The JPO will perform other related duties as opportunities arise.

## **Partnerships**

The JPO builds and maintains working relationships with staff of the Radioecology Laboratory and other laboratories of the Environment Laboratories Division in Monaco and Seibersdorf, Austria. The incumbent builds relationships with staff of the Nuclear Applications Department and other departments of the IAEA and other organisations and working groups, including collaboration with other international organisations and international projects, to ensure the effective utilisation of technical advances to the development and implementation of low-level radioactivity measurement techniques. The JPO also develops and builds networks with scientists and technical staff from Member State laboratories to exchange information on advances in the development and the applications of low-level radioactivity measurements. The JPO will collaborate with project officers and researchers on projects supporting the application of low-level radioactivity measurement techniques to environmental monitoring and assessment, climate and environmental change studies and the characterisation of reference materials of marine origin. The JPO will collaborate with the other specialists in nuclear analytical techniques in NAEL and will work closely with the Laboratory Head, Research Scientists and Research Assistants in REL.

## **Functions / Key Results Expected**

- Perform low-level radioactivity measurements using gamma-ray spectrometry and beta liquid scintillation counting techniques in experimental aquaria and life marine organisms.
- Participate in conducting controlled experiments of marine ecosystems that combine both experimental and modelling approaches.
- Assess potential impact of environmental variables in the incorporation of various contaminants in economically-important seafood species.
- Assist in the development and implementation of collaborative projects with national institutes and international organizations to demonstrate the value of nuclear and isotopic applications in marine seafood safety.
- Analyse and evaluate experimental data and infer conclusions for the preparation of technical reports and scientific manuscripts for publication.
- Perform other related duties as assigned.

**Competencies and Expertise**

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual Contributor	Actively seeks opportunities to learn by formal and informal means, learns from others, adopting and sharing best practice.
Judgement / decision making	Individual Contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Environment /Environmental Sampling	Practical experience in environmental sampling and knowledge on sampling design schemes
Physical Science /Environment/Environmental Monitoring and Assessment	Understanding of environmental radionuclide monitoring and its use for environmental risk assessment

Training / Training / Training Implementation	Expertise in preparation of educational training material and in conducting training
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## **Education, Experience and Language Skills**

- University degree in environmental sciences (i.e. biochemistry, biology, ecotoxicology or radioecology). An advanced degree is an asset.
- Minimum of 2-year experience in environmental toxicology or radioecology
- Proven track record in relevant publications in international, peer-reviewed, scientific journals
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist (Marine Carbon) (P-2)
<b>Organizational Unit:</b>	Radioecology Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco (including the Radiometrics Laboratory) and one in Seibersdorf, Austria (approx. 45 km south of Vienna). NAEL implements the IAEA Programme Environment under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The role of the Radioecology Laboratory (REL) is to improve knowledge of the processes which determine the behaviour and fate of radionuclides and other contaminants in the environment, with a particular emphasis on the biosphere. Its activities are in the field of radioecology with applications to ecotoxicology and biogeochemistry. REL project work aims to assist and enhance capability in Member States in the use of nuclear and isotopic techniques to understand and assess contaminant transfer and environmental processes.

## Main Purpose

As part of a team led by the Laboratory Head, the Associate Research Scientist (Marine Carbon) (JPO) carries out research using isotopic techniques to assess, in the context of global environmental and climate change, the importance of carbon sequestration by the ocean, and the possible effect of ocean acidification on it. The researcher will conduct experiments and participate in other activities to support the projects and mission of the Radioecology Laboratory.



## Role

Under supervision of the Head of the Radioecology Laboratory, the JPO is: (1) *a technical specialist* assisting in planning and conducting experiments, (2) *an analyst* processing data and analysing experimental results, and (3) *a communicator* preparing and presenting results to the scientific community through technical reports and scientific publications. The JPO will perform other related duties as opportunities arise.

## Partnerships

The JPO builds and maintains working relationships with staff of the REL and other laboratories of the Environment Laboratories Division. The incumbent builds relationships with staff of the Nuclear Applications Department (and other departments) of the IAEA and other UN system organisations, including collaboration with other international organisations such as UNEP (United Nations Environment Programme), GEF (Global Environmental Facility), UNDP (United Nations Development Programme), UNESCO-IOC (Intergovernmental Oceanographic Commission) or international projects sponsored by bodies such as the European Union, to ensure the effective utilisation of technical inputs to the design and implementation of marine pollution and climate change programmes. The JPO also develops and builds networks with scientists and technical staff from Member State laboratories in training activities related to analytical methodologies for measuring parameters of climate change and ocean acidification in the marine environment.

## Functions / Key Results Expected

- Participate in field and laboratory experiments to quantify carbon particulate flux, analyse data and present results and conclusions.
- Assess the impact of ocean acidification on particle aggregation in relation to carbon export.
- Analyse and evaluate experimental data and infer conclusions for the preparation of technical reports and scientific manuscripts for publication.
- Contribute to the development and implementation of projects with national institutes and international organizations to demonstrate the value of nuclear and isotopic applications in marine carbon cycle research through collaboration and presentation of results of scientific studies.
- Perform other related duties as assigned.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual Contributor	Actively seeks opportunities to learn by formal and informal means, learns from others, adopting and sharing best practice.
Judgement / decision making	Individual Contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Environment /Environmental Sampling	Practical experience in environmental sampling and knowledge on sampling design schemes
Physical Science /Environment/Environmental Monitoring and Assessment	Understanding of environmental radionuclide monitoring and its use for environmental risk assessment
Training / Training / Training Implementation	Expertise in preparation of educational training material and in conducting training

## **Education, Experience and Language Skills**

- University degree in environmental sciences (i.e. biology, radioecology, oceanography, marine geochemistry).
- Minimum of 2years of experience in the study of oceanography, radioecology and/or marine sciences.
- Publication of research in peer-reviewed, scientific journals is an advantage.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist (Programme Support) (P2)
<b>Organizational Unit:</b>	Radioecology Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco (including the Radiometrics Laboratory) and one in Seibersdorf, Austria (approx. 45 km south of Vienna). NAEL implements the IAEA Programme Environment under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The Radioecology Laboratory's mission is to improve knowledge about the behaviour and fate of radionuclides and other contaminants in the environment, with a particular emphasis on the biosphere. It aims to assist and enhance Member States' capabilities in the field of radioecology and its applications to ecotoxicology and biogeochemistry.

## Main Purpose

Reporting to the Laboratory Head and Professional Staff, the Associate Research Scientist, (Programme Support) will facilitate and assure effective and efficient implementation of all GOA-ON (Global Ocean Acidification Observation Network) activities for the International Coordination Centre (OA-ICC), a PUI project, that promotes, facilitates and communicates global activities on ocean acidification. The Associate Research Scientist, (Programme Support) will enable the provision of the

scientific and technical expertise and related support for the OA-ICC and GOA-ON and for ensuring the contribution of the GOA-ON to the achievement of SDG Target 14.3.

## Role

Under supervision of the Head of the Radioecology Laboratory, the Associate Research Scientist (Programme Support) is: (1) a technical specialist assisting in planning and implementing of all GOA-ON activities, (2) a network facilitator promoting global integration and coordination for the GOA-ON, and (3) a communicator preparing and presenting results to the broader community through reports and scientific publications.

## Partnerships

The Associate Research Scientist (Programme Support) facilitates and assures effective and efficient implementation of all GOA-ON activities. The incumbent works with the GOA-ON EC (Executive Committee) to enhance collaboration with other international organisations such as UNESCO-IOC, UNEP (United Nations Environment Programme), GEF (Global Environmental Facility), UNDP (United Nations Development Programme), and other international programmes, to ensure the effective utilisation of technical inputs to the design and implementation of the OA-ICC and GOA-ON activities. The Associate Research Scientist (Programme Support) also develops and builds networks with scientists and technical staff from Member State laboratories in training activities related to analytical methodologies for measuring parameters of climate change and ocean acidification in the marine environment.

## Functions / Key Results Expected

- Act as scientific secretary for meetings, including the preparation of documents and reports to the EC as needed,
- Support the Co-Chairs by coordinating and networking to ensure GOA-ON's interface with relevant IAEA and IOC-UNESCO programmes, such as the OA-ICC, Global Ocean Observing System (GOOS) and the IOC's Oceanographic Data and Information Exchange (IODE), and other relevant working groups.
- Document the contributions of GOA-ON to the formal SDG Target 14.3 delivery, while ensuring that reporting is captured in the contributions of IAEA and IOC-UNESCO to the SDGs process.
- Provide evaluation and assessment of best scientific practices to support the Executive Committee of GOA-ONs to assure efficient implementation of SDG Target 14.3, with due connection to OA-ICC/IODE/JCOMM/GOOS data management activities.
- Contribute to the development of the GOA-ON data portal to ensure that it reflects the expected programme outcomes against the SDG indicator 14.3.1

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.
Partnership building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.
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.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Bioscience Carbon Cycle	Proven understanding of marine carbon cycle and ocean climate change
Bioscience Climate Change and Ocean Acidification	Demonstrated understanding of ocean acidification and its impact on marine systems
Chemistry Marine Geochemistry	Demonstrable understanding of the oceanic processes influencing the levels and distributions of radionuclides in the marine environment
Public Information and External Relations Public Information and Communication	Proven written communication skills especially related to the presentation and interpretation for a range of audiences of scientific data

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## **Education, Experience and Language Skills**

- University degree in environmental sciences (i.e. biology, radioecology, oceanography, marine geochemistry).
- Minimum of 2 years of experience in the study of oceanography, climate change science and/or marine sciences.
- Publication of research in peer-reviewed, scientific journals is an advantage.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist (Marine Radioactivity) (P2)
<b>Organizational Unit:</b>	Radiometrics Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco (including the Radiometrics Laboratory) and one in Seibersdorf, Austria (approx. 45 km south of Vienna). NAEL implements the IAEA Programme Environment under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The Radiometrics Laboratory (RML) has expertise in the fields of marine radioactivity measurements, development of radioanalytical methods, modelling of radionuclide dispersion and transfer, environmental and radiological assessments, marine database management, and radiotracer applications in oceanographic, pollution and climate studies. It collaborates with Member States to assist them in their development and to implement capacity building technical cooperation projects. It also helps them to prepare for emergency situations, carries out sea missions, supports analytical quality in Member States laboratories and provides training.

## Main Purpose

As part of a team led by the Laboratory Head, the Associate Research Scientist (Marine Radioactivity) liaises with scientists and project officers from institutions involved in sea area monitoring in Japan and in other areas of the worlds oceans for the purposes of identifying and acquiring relevant marine environmental radioactivity datasets for inclusion in MARiS, the IAEAs Marine Information System. Additionally, the incumbent retrieves relevant datasets from technical reports, scientific publications and databases. The incumbent prepares all such the datasets for import into MARiS and contributes to

the development of communication products based on the comprehensive MARiS database with a focus on Japanese sea area monitoring.

## Role

Under supervision of the Head of the Radiometrics Laboratory, the JPO is: (1) a technical specialist assisting in the development and implementation of radiotracer techniques for the study of climate and environmental change, with particular focus on the coastal area, (2) an analyst processing and analysing data, and (3) a communicator preparing and presenting results through technical reports and scientific publications. The JPO will perform other related duties as opportunities arise.

## Partnerships

The Associate Research Scientist (Marine Radioactivity) works with staff of the RML and other laboratories of the Environment Laboratories Division. In particular, he/she works closely with the RML Research Scientist, who is overseeing the MARiS database and collaborates with database and IT specialists in NAEL. The Associate Research Scientist (Marine Radioactivity) also develops and maintains relationships with scientists and technical staff from Member State laboratories, particularly those involved in sea area monitoring projects and related research in Japan and in other areas of the world's oceans.

## Functions / Key Results Expected

- Liaise with scientists and project officers from institutions involved in sea area monitoring and related research in Japan and in other areas of the world's oceans for the purpose of identifying and acquiring relevant marine environmental radioactivity datasets for inclusion in MARiS.
- Retrieve marine environmental radioactivity datasets from technical reports, scientific publications and databases provided by collaborating institutions.
- Evaluate, verify, and validate such datasets and prepare them for import into MARiS.
- Contribute to the development of communication products (publications, charts, maps, data visualisations etc.) based on data available in the MARiS website
- In particular, in collaboration with NAEL staff and Japanese partners, contribute to the development of communication products relevant to IAEA's Project on Marine Monitoring Data Quality Assurance in English and Japanese and targeted at public health authorities, scientists and the public.

## Competencies and Expertise

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



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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.
Partnership building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.
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.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Administrative Support Data and Information Analysis and Reporting	Experience in data compilation
Environment Environmental Database Contents Development and GIS Applications	Experience in the development of data-driven communication products
Environment Environmental Monitoring and Assessment	Knowledge of marine environmental radioactivity sampling, analysis and interpretation
Management and Programme Analysis Programme Management	Expertise in project management principles and practices

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## **Education, Experience and Language Skills**

- University degree in physics, radiochemistry, environmental sciences or equivalent.
- Minimum of 2-year experience in environmental radioactivity measurement and/or modeling; or in the development and/or use of environmental information systems.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist, Radiotracer Techniques (P2)
<b>Organizational Unit:</b>	Radiometrics Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco (including the Radiometrics Laboratory) and one in Seibersdorf, Austria (approx. 45 km south of Vienna). NAEL implements the IAEA Programme Environment under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The Radiometrics Laboratory (RML) has expertise in the fields of marine radioactivity measurements, development of radioanalytical methods, modelling of radionuclide dispersion and transfer, environmental and radiological assessments, marine database management, and radiotracer applications in oceanographic, pollution and climate studies. It collaborates with Member States to assist them in their development and to implement capacity building technical cooperation projects. It also helps them to prepare for emergency situations, carries out sea missions, supports analytical quality in Member States laboratories and provides training.

## Main Purpose

As part of a team led by the Laboratory Head, the Associate Research Scientist, Radiotracer Techniques (JPO) carries out research related to the development and application of radiotracer techniques to the study of climate and environmental change. The researcher will conduct field and laboratory experimental work to sample and analyse natural and anthropogenic radionuclides used as tracers, with particular focus on the coastal area. The JPO will participate in data analysis and modelling work as required for the interpretation of the radiotracer results to characterise environmental processes, pollution and climate-related change. The JPO will contribute to scientific publications and reports, will

be involved in maintenance of field and laboratory equipment and will participate in the training of fellows and development of training materials.

## Role

Under supervision of the Head of the Radiometrics Laboratory, the JPO is: (1) a technical specialist assisting in the development and implementation of radiotracer techniques for the study of climate and environmental change, with particular focus on the coastal area, (2) an analyst processing and analysing data, and (3) a communicator preparing and presenting results through technical reports and scientific publications. The JPO will perform other related duties as opportunities arise.

## Partnerships

The JPO builds and maintains working relationships with staff of the RML and other laboratories of the Environment Laboratories Division. The incumbent builds relationships with staff of the Nuclear Applications Department and other departments of the IAEA and other organisations and working groups, including collaboration with other international organisations and international projects, to ensure the effective utilisation of technical advances to the development and implementation of radiotracer techniques to climate and environmental change studies. The JPO also develops and builds networks with scientists and technical staff from Member State laboratories to exchange information on advances in the development and the applications of environmental radiotracer techniques. The JPO will collaborate with project officers and researchers on projects supporting the application of radiotracer techniques to environmental climate and environmental change studies and the characterisation of processes and pollution in the coastal area. The JPO will collaborate with the other specialists in nuclear analytical techniques in NAEL and will work closely with the Laboratory Head, Research Scientists and Research Assistants in RML.

## Functions / Key Results Expected

- Participate in research on climate and environmental change using radioactive isotopes as tracers
- Participate in field and laboratory measurements of natural and anthropogenic radionuclides used as tracers to characterise processes and pollution in the coastal area
- Contribute to the development and implementation of tracer applications to studies of submarine groundwater discharge (SGD), pollution history, sedimentation and fingerprinting of sources of pollution
- Analyse and evaluate experimental data and infer conclusions for the preparation of technical reports and scientific manuscripts for publication

## Competencies and Expertise

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.

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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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement / decision making	Individual contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Environmental radioactivity/Environmental modelling	Good knowledge of natural and anthropogenic radioactivity in the environment and knowledge of models applied for sediment dating
Oceanography	Good knowledge of coastal oceanography and knowledge of tracer oceanography
Radioanalytical techniques	Good knowledge of measurement techniques for environmental radioactivity analysis
Data management/ Data and Information Analysis and Reporting	Experience in handling datasets and generating graphic data analysis products

### **Education, Experience and Language Skills**

- University degree in physics, oceanography, environmental science

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- Minimum of 2-year experience in environmental radioactivity, radioactivity measurements, computer modelling and environmental applications of radiotracers.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist (Low-level Gamma Spectrometry) (P2)
<b>Organizational Unit:</b>	Radiometrics Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco (including the Radiometrics Laboratory) and one in Seibersdorf, Austria (approx. 45 km south of Vienna). NAEL implements the IAEA Programme Environment under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The Radiometrics Laboratory (RML) has expertise in the fields of marine radioactivity measurements, development of radioanalytical methods, modelling of radionuclide dispersion and transfer, environmental and radiological assessments, marine database management, and radiotracer applications in oceanographic, pollution and climate studies. It collaborates with Member States to assist them in their development and to implement capacity building technical cooperation projects. It also helps them to prepare for emergency situations, carries out sea missions, supports analytical quality in Member States laboratories and provides training.

## Main Purpose

As part of a team led by the Laboratory Head, the Associate Research Scientist (Low-level Gamma Spectrometry) carries out research related to the development of low-level radioactivity measurement techniques. The researcher will conduct experimental and modelling work to contribute to the characterisation of the underground low-level gamma-ray spectrometric systems operated by the IAEA in Monaco. He/she will participate in analytical work related to on-going monitoring, assessment, climate and environmental studies and reference material characterisation. In collaboration with the

team he/she will contribute to scientific publications and reports, will be involved in maintenance of laboratory equipment and will participate in the training of fellows and development of training materials.

## Role

Under supervision of the Head of the Radiometrics Laboratory, the JPO is: (1) a technical assistant providing support in the development and implementation of low-level radioactivity measurement techniques, (2) an analyst processing and analysing data, and (3) a communicator preparing and presenting results through technical reports and scientific publications. The JPO will perform other related duties as opportunities arise.

## Partnerships

He/she builds and maintains working relationships with staff of the RML and other laboratories of the Environment Laboratories Division. The Associate Research Scientist (Low-level Gamma Spectrometry) supports the team in building relationships with staff of the Nuclear Applications Department and other departments of the IAEA and other organisations and working groups, including collaboration with other international organisations and international projects, to ensure the effective utilisation of technical advances to the development and implementation of low-level radioactivity measurement techniques. He/she develops and builds networks with scientists and technical staff from Member State laboratories to exchange information on advances in the development and the applications of low-level radioactivity measurements. The Associate Research Scientist (Low-level Gamma Spectrometry) will collaborate with project officers and researchers on projects supporting the application of low-level radioactivity measurement techniques to environmental monitoring and assessment, climate and environmental change studies and the characterisation of reference materials of marine origin. He/she will collaborate with the other specialists in nuclear analytical techniques in NAEL and will work closely with the Laboratory Head, Research Scientists and Research Assistants in RML.

## Functions / Key Results Expected

- Perform low-level measurements of radioactivity using gamma-ray spectrometry, alpha spectrometry and liquid scintillation counting
- Participate in the characterisation of underground low-level gamma spectrometric systems combining experimental and modelling approaches
- Participate in laboratory measurements of radioactivity in environmental samples collected for monitoring, assessment, climate and environmental change studies and for reference material characterisation
- Analyse and evaluate experimental data and infer conclusions for the preparation of technical reports and scientific manuscripts for publication

## Competencies and Expertise

Core Competencies		
Competence	Occupational Role	Behavioural Indicator



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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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement / decision making	Individual contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Environmental radioactivity	Good knowledge of environmental radioactivity with emphasis on marine radioactivity
Radioanalytical techniques	Good knowledge of radioanalytical techniques (gamma-ray spectrometry, alpha particle spectrometry or liquid scintillation counting (LSC))
Nuclear instrumentation	Ability to work with nuclear electronics instrumentation
Data management/ Data and Information Analysis and Reporting	Experience in handling datasets and generating graphic data analysis products

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## **Education, Experience and Language Skills**

- University degree in nuclear physics
- Minimum of 2-year experience in environmental radioactivity, radioactivity measurements, Monte-Carlo computer modelling.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Scientist (Radiochemistry) (P2)
<b>Organizational Unit:</b>	Radiometrics Laboratory IAEA Environment Laboratories, Monaco Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Monaco
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

IAEA Environment Laboratories (NAEL) is a Division of the Department of Nuclear Sciences and Applications and consists of four laboratories, three of which are located in Monaco (including the Radiometrics Laboratory) and one in Seibersdorf, Austria (approx. 45 km south of Vienna). NAEL implements the IAEA Programme Environment under the Major Programme 2. The Division operates in a complex matrix environment involving exchange with many parts of the organization, such as the Technical Cooperation (TC) Department for implementation of the IAEA TC Programme as well as other Departments for horizontal collaborations.

The Radiometrics Laboratory (RML) has expertise in the fields of marine radioactivity measurements, development of radioanalytical methods, modelling of radionuclide dispersion and transfer, environmental and radiological assessments, marine database management, and radiotracer applications in oceanographic, pollution and climate studies. It collaborates with Member States to assist them in their development and to implement capacity building technical cooperation projects. It also helps them to prepare for emergency situations, carries out sea missions, supports analytical quality in Member States laboratories and provides training.

## Main Purpose

As part of a team led by the Laboratory Head, the Associate Research Scientist (Radiochemistry) (JPO) carries out research related to the development of methods for the determination of low level activities of natural and anthropogenic alpha and beta emitters used as tracers in oceanographic and marine pollution studies.

The researcher will conduct experimental work to contribute to the optimisation and validation of novel and existing radiochemical methods, radioanalytical techniques and mass spectrometry techniques at

the IAEA in Monaco. The JPO will contribute to analytical work related to on-going monitoring and environmental studies and reference material characterisation. The JPO will contribute to scientific publications and reports and will be actively involved in the development of quality documentation according to ISO/IEC 17025 requirements for the purpose of NAEL accreditation activities. The JPO will supervise fellows and/or trainees, support training activities and participate in development of training materials.

## **Role**

Under the supervision of the Radiometrics Laboratory Head, the JPO is: (1) a technical specialist assisting in the development and implementation of complex radiochemical methods and evaluating data for the purpose of oceanographic and marine pollution studies, and (2) a quality assurance specialist assisting in establishing and implementing a quality management system at RML. The JPO will perform other related duties as opportunities arise.

## **Partnerships**

The JPO will work as part of a team at the Radiometrics Laboratory and will interact with staff from other laboratories of the Environment Laboratories Division. The JPO also develops and builds networks with scientists and technical staff from Member State laboratories to exchange information on the development of methodology for determination of low-level activities of radionuclides by using radio-analytical and mass spectrometry techniques.

The JPO will collaborate with project officers and researchers on projects supporting the application of radionuclides as tracers in oceanographic and marine pollution studies. The JPO will collaborate with other specialists in radioanalytical techniques in NAEL and with ICP-MS and AMS specialists in the Marine Environmental Studies Laboratory (MESL) and IAEA's Collaborating Centre "Centro Nacional des Aceleradores" in Seville. The JPO will work closely with the Laboratory Head, Research Scientists and Research Assistants in RML.

## **Functions / Key Results Expected**

- Develop, optimize and validate novel radiochemical procedures for determination of low level activities of alpha and beta emitters
- Participate in development of methods for measurement of radionuclides by using radioanalytical (alpha-particle spectrometry, beta counting, LSC) and mass spectrometry techniques (AMS, ICP-MS)
- Participate in oceanographic and marine pollution studies by using radionuclides as tracers of marine processes
- Participate in measurements of alpha and beta emitters in marine samples collected for monitoring, assessment, climate and environmental change studies and for reference material characterisation
- Analyse and evaluate experimental data for the preparation of technical reports and scientific manuscripts for publication
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- Prepare and revise standard operating procedures (SOPs), reports and guidelines and collaborate in the maintenance of the laboratory's quality system.

## Competencies and Expertise

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Individual contributor	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Judgement / decision making	Individual contributor	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Radiochemistry	Broad experience in development of radiochemical methods, laboratory work and good laboratory practice

Radioanalytical techniques	Practical knowledge of radioanalytical techniques (alpha particle spectrometry, beta counting, liquid scintillation counting (LSC))
Environmental radioactivity	Knowledge of environmental radioactivity with emphasis on marine radioactivity
Quality management	Working knowledge of ISO/IEC 17025

### **Education, Experience and Language Skills**

- • University degree in chemistry/analytical chemistry/radiochemistry
- Minimum of 2-year experience in radiochemistry, environmental radioactivity, radioactivity measurements
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Animal Genetics Officer (P2)
<b>Organizational Unit:</b>	Animal Production and Health Laboratory Joint FAO/IAEA Division, Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is established between the Food and Agriculture Organization of the United Nations (FAO) and the International Atomic Energy Agency (IAEA) and is housed in the Department of Nuclear Sciences and Applications at the IAEA in Vienna. The Joint Division assists Member States of the FAO and IAEA to use nuclear techniques and related technologies to enhance and improve food security, alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections, each with an associated laboratory, in the areas of food and environmental protection, animal production and health, plant breeding and genetics, insect pest control, and soil and water management and crop nutrition. The five associated laboratories are located at the FAO/IAEA Agriculture and Biotechnology Laboratories in Seibersdorf, 45 km south-east of Vienna. The laboratories undertake strategic and applied research within the agreed programme and provide training for scientists from developing Member States and analytical and other laboratory services.

The Animal Production and Health Section (APH) of the Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is part of the Department of Nuclear Sciences and Applications of the IAEA. The APH supported by the Animal Production and Health Laboratory (APHL) in Seibersdorf conducts the Animal production and Health Sub-programme to supports Member States (MS) in their efforts to improve livestock production as a means to improve food security, reduce hunger, alleviate poverty and enhance national development. The focus is on adapting and transferring appropriate technologies in the fields of animal nutrition and husbandry, reproduction, breeding and disease prevention and control by providing training, equipment, expert services, and technical backstopping.

The main modalities are Coordinated Research Projects (CRP) and Technical Cooperation (TC) projects.

The Section also maintains a broad network of contacts with FAO's technical divisions, International Organisations such as OIE, WHO and ILRI, and institutions in MS.

## **Main Purpose**

The Associate Animal Genetics Officer will be co-responsible, under the supervision and guidance of the Unit Head and the technical officer(s) responsible for the activities and projects in animal production, for a study aimed at genome-wide analysis of livestock and development of low density marker panel for selection and breeding to increase livestock productivity. The methods will include genome-wide typing of single nucleotide polymorphic markers using microarray platform, extraction of genotype data and bioinformatics analysis of large sets of genomic data to perform genetic evaluation and characterization of livestock.

## **Role**

As a member of the Animal Production and Health group s/he will be based at the Agriculture and Biotechnology Laboratory in Seibersdorf and will maintain regular contact with the technical staff at the Headquarters. S/he will be based on an established work plan, conduct research work on genome-wide analysis for characterization and evaluation of livestock for increased productivity.

## **Partnerships**

The Associate Animal Genetics Officer will work under the partnerships already established within the UN system as well as with other international organisations and the scientific and commercial communities.

## **Functions / Key Results Expected**

The Associate Animal Genetics Officer will participate in a study aimed at genome-wide analysis of livestock and development of low density marker panel for selection and breeding to increase livestock productivity. S/he will undertake the following activities:

- Perform quality control and sample preparation for high throughput genotyping of livestock breeds
- Perform genome wide typing of livestock using 50K single nucleotide polymorphic (SNP) markers in a microarray platform
- Extract genome wide data and implement quality control procedures to perform bioinformatics analysis of large sets of genomic data
- Develop baseline genetic information on livestock breeds, evaluate population structure, estimate levels of inbreeding and effective population size in livestock populations
- Assist APHL team in the development of low density marker panel for selection and breeding of livestock for increased productivity
- Assist with other activities of the Section in relation to CRP and TC projects on animal genetics/breeding/reproduction as appropriate.



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<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.
Technical/ Scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about

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		current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
Judgement/ decision making	Individual Contributor	Is aware of and takes responsibility for the impact of his/her decisions. Considers the risks and consequences of actions and decisions. Applies the Agency's applicable regulations, rules and policies, taking into account best practice and precedents. Consults and seeks guidance from his/her supervisor/manager during the decision-making process. Understands the importance of discretion and confidentiality and understands what information can be disclosed, consistent with the Agency's applicable regulations, rules and policies.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Animal Production	Good understanding of molecular genetics and bioinformatics.

## **Education, Experience and Language Skills**

- University degree in biological, agricultural, veterinary or animal sciences. Post-graduate training up to PhD level or equivalent in a subject related to genetics/animal genetics, biochemistry, molecular biology or biotechnology an asset.
- At least two years of post-qualifying experience and working knowledge on molecular genetic characterization of livestock, PCR (polymerase chain reaction) based high throughput genotyping technologies, statistical analysis of genotypic data.
- Competence in computer applications including word processing, spreadsheets, databases, presentation graphics and statistical packages.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Animal Immunology Officer (P2)
<b>Organizational Unit:</b>	Animal Production and Health Laboratory Joint FAO/IAEA Division, Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is established between the Food and Agriculture Organization of the United Nations (FAO) and the International Atomic Energy Agency (IAEA) and is housed in the Department of Nuclear Sciences and Applications at the IAEA in Vienna. The Joint Division assists Member States of the FAO and IAEA to use nuclear techniques and related technologies to enhance and improve food security, alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections, each with an associated laboratory, in the areas of food and environmental protection, animal production and health, plant breeding and genetics, insect pest control, and soil and water management and crop nutrition. The five associated laboratories are located at the FAO/IAEA Agriculture and Biotechnology Laboratories in Seibersdorf, 45 km south-east of Vienna. The laboratories undertake strategic and applied research within the agreed programme and provide training for scientists from developing Member States and analytical and other laboratory services.

The Animal Production and Health Section (APH) of the Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is part of the Department of Nuclear Sciences and Applications of the IAEA. The APH supported by the Animal Production and Health Laboratory (APHL) in Seibersdorf conducts the Animal production and Health Sub-programme to supports Member States (MS) in their efforts to improve livestock production as a means to improve food security, reduce hunger, alleviate poverty and enhance national development. The focus is on adapting and transferring appropriate technologies in the fields of animal nutrition and husbandry, reproduction, breeding and disease prevention and control by providing training, equipment, expert services, and technical backstopping. The main modalities are Coordinated Research Projects (CRP) and Technical Cooperation (TC) projects.

The Section also maintains a broad network of contacts with FAO’s technical divisions, International Organisations such as OIE, WHO and ILRI, and institutions in MS.

## Main Purpose

The Associate Animal Immunology Officer will be co-responsible, under the supervision and guidance of the Laboratory Head and a technical officer, for the APHL activities related to the research and development of animal vaccines and in vitro systems to measure the host immune response to selected transboundary animal diseases.

## Role

Researcher. As a member of the Animal Production and Health team the Associate Animal Immunology Officer will be based at the Agriculture and Biotechnology Laboratory in Seibersdorf and will maintain regular contact with the technical staff at the Headquarters. S/he will 1) conduct applied research and development (R&D) activities on immunology of major livestock species; 2) design and implement R&D activities on the evaluation of selected animal vaccines and adjuvants; 3) assist in the organization and conduct trainings aiming at transfer technology and capacity in MS on immuno-assays.

## Partnerships

The Associate Animal Immunology Officer will work under the partnerships already established within the UN system as well as with other international organisations and the scientific and commercial communities.

## Functions / Key Results Expected

The Associate Animal Immunology Officer will undertake the following activities:

- Develop a work plan to establish immortalized cell lines from bovine and caprine primary cells, to grow and expand viruses for vaccine development that will enhance the performance of the current vaccines.
- Develop novel and/or improve vaccine adjuvants using nuclear and nuclear derived technologies.
- Develop assays to measure immune responses in animals that can be easily transferred and applied in less-resourced laboratories in MS.
- Assist in developing a database on animal vaccines and immune assays to be used by MS.
- Assist with other activities of the Section in relation to CRP and TC projects on animal health/vaccines/immunology as appropriate.

## Competencies and Expertise

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.

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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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long term impact.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.
Technical/ Scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
Judgement/ decision making	Individual Contributor	Is aware of and takes responsibility for the impact of his/her decisions. Considers the risks and consequences of actions and decisions. Applies the Agency's applicable regulations, rules and policies, taking into account best

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		practice and precedents. Consults and seeks guidance from his/her supervisor/manager during the decision making process. Understands the importance of discretion and confidentiality and understands what information can be disclosed, consistent with the Agency's applicable regulations, rules and policies.
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<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Animal Diseases	Good knowledge on Immunology and working knowledge on developing vaccines and/or immune assays.
Animal Diseases	Good understanding of livestock diseases and it prevention strategies.
Cleanroom Laboratory	Good knowledge of aseptic methods in cell culture laboratories.
Data Analysis	Competence in computer applications including word processing, spreadsheets, databases, presentation graphics and statistical packages

### **Education, Experience and Language Skills**

- University degree in biological, agricultural, veterinary or animal sciences. Post-graduate training up to PhD level or equivalent in a subject related to immunology, cell biology or vaccinology an asset.
- At least two years of post-qualifying experience on developing vaccines and/or immune assays.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Animal Nutrition Officer (P2)
<b>Organizational Unit:</b>	Animal Production and Health Section Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is established between the Food and Agriculture Organization of the United Nations (FAO) and the International Atomic Energy Agency (IAEA) and is housed in the Department of Nuclear Sciences and Applications at the IAEA in Vienna. The Joint Division assists Member States of the FAO and IAEA to use nuclear techniques and related technologies to enhance and improve food security, alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections, each with an associated laboratory, in the areas of food and environmental protection, animal production and health, plant breeding and genetics, insect pest control, and soil and water management and crop nutrition. The five associated laboratories are located at the FAO/IAEA Agriculture and Biotechnology Laboratories in Seibersdorf, 45 km south-east of Vienna. The laboratories undertake strategic and applied research within the agreed programme and provide training for scientists from developing Member States and analytical and other laboratory services.

The Animal Production and Health Section (APH) of the Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is part of the Department of Nuclear Sciences and Applications of the IAEA. The APH is responsible for the implementation of the Animal Production and Health Sub-programme to support Member States (MS) in their efforts to improve livestock production to enhance food security, eliminate poverty and hunger and thus achieving UN Sustainable Development Goals. The focus is on adapting and transferring appropriate technologies in the fields of animal nutrition and husbandry, reproduction, breeding and disease prevention and control by providing training, equipment, expert services, and technical backstopping. The main modalities are Coordinated Research Projects (CRP) and Technical Cooperation (TC) projects.

The Section also maintains a broad network of contacts with FAO's technical divisions, international organisations such as OIE, WHO and ILRI, and institutions in MS.

## **Main Purpose**

The Associate Animal Nutrition Officer will be co-responsible, under the supervision and guidance of the Head of APH and the technical officer(s) responsible for the activities and projects in animal production, for a study aimed at developing a practical method to predict pasture intake of ruminants grazing heterogeneous pastures and rangeland using stable isotopes to provide tools for better grassland management that enhance animal productivity and reduces impact on environment due to overgrazing, and to allow the design of effective feed supplementation strategies at farm level to optimize animal production. The methods will include analysis of concentrations and stable carbon isotope composition of n-alkanes in the plant and faecal samples to predict dry matter (DM) intake and its plant proportions and development of the near infrared reflectance spectroscopy (NIRS) predictive equations of DM intake and the plant profile of that intake. The equations are expected to facilitate the design of diets and supplements required to cover the nutritional needs of animals to optimise their productivity.

## **Role**

As a member of the Animal Production and Health group the Associate Animal Nutrition Officer will be based at the Vienna International Centre and will maintain regular contact with the staff of APH. S/he will be based on an established work plan, technically assisting the team on the analysis of n-alkanes in the plant and faecal samples and their compound specific stable carbon isotope composition for computing predictive equations to estimate dry matter (DM) intake and its plant compositions.

## **Partnerships**

The Associate Animal Nutrition Officer will work under the partnerships already established within the UN system as well as with other international organisations and the scientific and commercial communities.

## **Functions / Key Results Expected**

The Associate Animal Nutrition Officer will participate in a study aimed at analysis of n-alkanes in the plant and faecal samples and their compound specific stable carbon isotope composition for computing predictive equations to estimate dry matter (DM) intake and its plant compositions. S/he will undertake the following activities:

- Perform a literature search and write a review for publication that includes the current status of knowledge on the application of isotope techniques in animal nutrition and pasture management.
- Gather data from research contract holders, design appropriate statistical methods for data analysis and compute predictive equations where n-alkanes contents of plant and faecal samples and their compound specific stable carbon isotope composition will be used to estimate dry matter (DM) intake.
- Assist with other activities of the Section in relation to CRP and TC projects on animal nutrition and reproduction as appropriate.

## **Competencies and Expertise**

<b>Core Competencies</b>
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<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.
Technical/ Scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up

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		to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
Judgement/ decision making	Individual Contributor	Is aware of and takes responsibility for the impact of his/her decisions. Considers the risks and consequences of actions and decisions. Applies the Agency's applicable regulations, rules and policies, taking into account best practice and precedents. Consults and seeks guidance from his/her supervisor/manager during the decision-making process. Understands the importance of discretion and confidentiality and understands what information can be disclosed, consistent with the Agency's applicable regulations, rules and policies.

Expertise	
Expertise	Description
Animal Production	Good understanding of animal nutrition.

### Education, Experience and Language Skills

- University degree in biological, agricultural, veterinary or animal sciences. Post-graduate training up to PhD level or equivalent in a subject related to animal nutrition, feed resources, pasture management and or isotope technologies an asset.
- At least two years of experience and working knowledge on the analysis of stable isotope, alkanes, wet chemistry of feeds and forages, NIRS with sound knowledge in computer applications to compute predictive equations.
- Competence in computer applications including word processing, spreadsheets, databases, presentation graphics and statistical packages.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Diagnostician Officer (P2)
<b>Organizational Unit:</b>	Animal Production and Health Laboratory Joint FAO/IAEA Division, Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is established between the Food and Agriculture Organization of the United Nations (FAO) and the International Atomic Energy Agency (IAEA) and is housed in the Department of Nuclear Sciences and Applications at the IAEA in Vienna. The Joint Division assists Member States of the FAO and IAEA to use nuclear techniques and related technologies to enhance and improve food security, alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections, each with an associated laboratory, in the areas of food and environmental protection, animal production and health, plant breeding and genetics, insect pest control, and soil and water management and crop nutrition. The five associated laboratories are located at the FAO/IAEA Agriculture and Biotechnology Laboratories in Seibersdorf, 45 km south-east of Vienna. The laboratories undertake strategic and applied research within the agreed programme and provide training for scientists from developing Member States and analytical and other laboratory services.

The Animal Production and Health Section (APH) of the Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is part of the Department of Nuclear Sciences and Applications of the IAEA. The APH supported by the Animal Production and Health Laboratory (APHL) in Seibersdorf conducts the Animal production and Health Sub-programme to supports Member States (MS) in their efforts to improve livestock production as a means to improve food security, reduce hunger, alleviate poverty and enhance national development. The focus is on adapting and transferring appropriate technologies in the fields of animal nutrition and husbandry, reproduction, breeding and disease prevention and control by providing training, equipment, expert services, and technical backstopping.

The main modalities are Coordinated Research Projects (CRP) and Technical Cooperation (TC) projects.

The Section also maintains a broad network of contacts with FAO's technical divisions, International Organisations such as OIE, WHO and ILRI, and institutions in MS.

## **Main Purpose**

The Associate Diagnostician Officer will be co-responsible, under the supervision and guidance of the Laboratory Head and a technical officer responsible, for providing support in the developing and transferring multiple pathogens detection techniques in veterinary laboratories of the member states (MS). This work will include: (1) the full genome sequencing of various pathogens causing transboundary and zoonotic animal diseases, (2) the identification of suitable genomic targets for diagnostic molecular tests, (3) the development and validation of multiplex molecular assays and (4) the transfer of assays to member states (MS) veterinary laboratories through training.

## **Role**

The Associate Diagnostician Officer is: (1) a Research scientist, contributing to the generation and analysis of pathogens genetic information, (2) an Assay developer, designing and conducting R&D activities to develop multiplex assays or other types of molecular diagnostic assays if necessary and writing scientific reports and SOPs related to these assays; (3) a Technical assistant, contributing to the transfer of these technologies by actively participating to the organisation of group training and visit to MS veterinary laboratories to implement these technologies and assisting in the coordination of network effort to validate assays.

## **Partnerships**

The Associate Diagnostician Officer will interact with national counterparts in MS institutions regarding project planning and implementation to ensure the effective transfer and sharing of material and technical information. She/he identifies opportunities for collaborating with appropriate UN organizations, particularly FAO, intergovernmental and non-governmental organizations and other international, regional and national institutions. She/he works closely with the appropriate officers in the Department of Technical Cooperation to ensure the effective utilization of technical inputs to both programme design and the implementation of field based activities.

## **Functions / Key Results Expected**

- Generate and analyse pathogens genetic data to assist the development of molecular diagnosis of various animal pathogens.
- Test and evaluate molecular techniques for multiple pathogen detection with focus on small ruminants, cattle, camels and swine pathogens.
- Validate in collaboration with partners various molecular assays for pathogens detection.
- Conduct group training for updating member's states scientist in molecular diagnostic.
- Promote the transfer of a multiple pathogen detection techniques to member states laboratories by producing scientific papers and SOPs to disseminate information on the use of these techniques.
- Participate in the identification, elaboration and implementation of projects related to molecular

diagnostics.

- Provide technical and scientific support to CRPs, TCPs and counterparts.

## Competencies and Expertise

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Associate	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long term impact.
Knowledge sharing and learning	Associate	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.

Technical/ Scientific credibility	Associate	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
Judgement/ decision making	Associate	Is aware of and takes responsibility for the impact of his/her decisions. Considers the risks and consequences of actions and decisions. Applies the Agency's applicable regulations, rules and policies, taking into account best practice and precedents. Consults and seeks guidance from his/her supervisor/manager during the decision making process. Understands the importance of discretion and confidentiality and understands what information can be disclosed, consistent with the Agency's applicable regulations, rules and policies.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Bioscience Natural Sciences	Comprehensive and current knowledge of multiplex assay formats and genome sequencing technologies including next-generation sequencing (NGS) techniques.
Animal Health Animal Diseases	Good understanding of livestock diseases and strategies employed in diagnosis.
Chemistry Cleanroom Laboratory	Working knowledge on Biosafety level 3 laboratory pathogens and good laboratory practices.
Information Technology Data Analysis	Good knowledge of applied bioinformatics for next generation sequencing data analysis and phylogenetic analysis. Competence in computer applications including word processing, spreadsheets, databases, presentation graphics and statistical packages.

## **Education, Experience and Language Skills**

- Advanced university degree in biological sciences or veterinary sciences related technical discipline.
- A minimum of two years of relevant professional experience in development of molecular or nuclear and nuclear related diagnostics.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Food Forensic Chemist (P2)
<b>Organizational Unit:</b>	Food and Environmental Protection Laboratory FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is established between the Food and Agriculture Organization of the United Nations (FAO) and the International Atomic Energy Agency (IAEA) and is housed in the Department of Nuclear Sciences and Applications at the IAEA in Vienna. The Joint Division assists Member States of the FAO and IAEA to use nuclear techniques and related technologies to enhance and improve food security, alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections, each with an associated laboratory, in the areas of food and environmental protection, animal production and health, plant breeding and genetics, insect pest control, and soil and water management and crop nutrition. The five associated laboratories are located at the FAO/IAEA Agriculture and Biotechnology Laboratories in Seibersdorf, 45 km south-east of Vienna. The laboratories undertake strategic and applied research within the agreed programme and provide training for scientists from developing Member States and analytical and other laboratory services.

The food and environmental protection sub-programme provides support to countries in their efforts to ensure the safety, quality, authenticity and traceability of food and agricultural commodities while at the same time facilitating international trade in foods. A primary objective of the sub-programme is to improve Member State laboratory practices and analytical methodologies to enhance food safety, authenticity, quality control and traceability systems. In this context, a major focus is food chemical safety and integrity, which relies on techniques and systems to trace contaminated foods to their production origin and to establish the authenticity of food commodities.

The Associate Food Forensic Chemist reports to the Head of the Food and Environmental Protection Laboratory and works in a team environment with other professionals in the sub-programme, including

the Food and Environmental Protection Section. Duties are undertaken in the Food and Environmental Protection Laboratory, with a possibility of occasional international travel.

## Main Purpose

As a member of a team led by the Head of the Food and Environmental Protection Laboratory (FEPL), the Associate Food Forensic Chemist provides analytical and regulatory expertise to aid capacity building and research in FAO and IAEA Member States in order to enhance food safety, quality and authenticity and to help meet requirements for international trade in food commodities.

## Role

The Associate Food Forensic Chemist is: (1) an analyst, developing, adapting and validating analytical methods for food traceability, authenticity and contaminant control for transfer to Member State laboratories; (2) a trainer of personnel in Member States' laboratories in analytical methods and laboratory procedures; and (3) an advocate of laboratory quality assurance/quality control procedures in Member State laboratories and in the Food and Environmental Protection Laboratory

## Partnerships

The Associate Food Forensic Chemist closely interacts with scientists and technical staff from Member States' laboratories in technology transfer activities and advises on issues related to analytical methodology and traceability and regulatory control of residues, adulterants and contaminants in food. There is also close collaboration with Joint FAO/IAEA Division colleagues in the laboratories and at Headquarters.

## Functions / Key Results Expected

- Develop and/or adapt and validate analytical/instrumental methods for the analysis of food samples for the traceability/authenticity of food products and the control of food contaminants and adulterants.
- Operate and carry out basic maintenance of laboratory instrumentation including, HPLC (high performance liquid chromatography), GC (gas chromatography), LC-MS(MS) (liquid chromatography-tandem mass spectrometry), GC-MS (gas chromatography-mass spectrometry) and IRMS (Isotope Ratio Mass Spectrometry).
- Prepare and present training materials and laboratory exercises, including eLearning materials.
- Prepare and revise standard operating procedures (SOPs), elaborate internal quality control methods and collaborate in the maintenance of the Unit's quality system.
- Evaluate scientific data and prepare technical reports and scientific manuscripts for publication.

## Competencies and Expertise

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



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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical Thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Technical/Scientific Credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
Commitment to continuous process improvement	Individual Contributor	Is knowledgeable of the Agency's quality assurance programmes, standards, activities and procedures related to his/her area of work. Recognizes problem areas and recommends solutions. Efficiently and effectively administers resources allocated within his/her area of competence, and proposes enhancements to processes and procedures to increase efficiency and effectiveness, consistent with the Agency's regulations and rules. Collects, consolidates and organizes data and information to support the evaluation of quality

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		management and identifies issues relating to consistency, clarify and logic.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Food Science and Technology	Strong laboratory skills: knowledge and practical skills in methods for the analysis of foods for authenticity/determination of origin. An overview of international guidelines for food traceability
Food Science and Technology	A good overview of food safety issues affecting consumer health and trade, international food safety guidelines, and food safety control systems

### **Education, Experience and Language Skills**

- University degree in analytical or organic chemistry, or a related field;
- A minimum of two years' working experience in an analytical chemistry laboratory;
- Experience of teaching or training in laboratory activities an advantage;
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Livestock Pests Officer (P2)
<b>Organizational Unit:</b>	Insect Pest Control Laboratory Insect Pest Control Section Joint FAO/IAEA Division Department of Nuclear Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is located in the Department of Nuclear Sciences and Applications of the IAEA in Vienna. The Joint Division assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and IAEA in using nuclear techniques and related technologies to improve food security, alleviate poverty and promote sustainable agriculture. It does so by coordinating and supporting applied research, providing technical and advisory services to Member State field projects as well as laboratory support and training, and collecting, analysing and disseminating information. The Joint Division consists of five sections, each with an associated laboratory, in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food and environmental protection. The associated laboratories are part of the FAO/IAEA Agriculture & Biotechnology Laboratories (ABL) located in Seibersdorf, 45 km southeast of Vienna.

The Insect Pest Control (IPC) Section assists Member States with the development, dissemination and transfer of sterile insect and related technologies for the area-wide integrated suppression, containment or eradication of major insect pests affecting crops, livestock and human health with the objective of supporting FAO and IAEA Member States in reducing food losses, insecticide use, and disease transmission whilst facilitating international trade in agricultural commodities.

## Main Purpose

The Associate Livestock Pests Officer will contribute to the development of a practical system for the separation of tsetse fly pupae by gender several days prior to emergence

## Role

The Associate Livestock Pests Officer is 1) a researcher on the rearing of insects with electronic and mechanical skills, 2) an analyst to statistically analyse the data generated, and 3) a writer of scientific papers for submission to peer reviewed journals

## Partnerships

The Associate Livestock Pests Officer will collaborate with the other members of the IPC Laboratory (IPCL) (staff, visiting scientists, intern and fellows), with the members of the IPC Section, and with staff of the Department of Technical Cooperation.

## Functions / Key Results Expected

- Designs and implement relevant experiments
- Conducts laboratory research on the development of a practical system to separate male from female pupae
- Conducts experiments in laboratory and field cages to assess the effect of the system on the flies' fitness
- Evaluates data and statistical analysis
- Contributes to peer-reviewed publication and reports documenting R&D findings
- Contributes to the development of protocols
- Assists with other activities of the IPCL in relation to CRP and TC projects on tsetse SIT

## Competencies and Expertise

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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<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long term impact.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.
Technical/ Scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Insect Pest Control	Knowledge on the sterile insect technique and electronic and mechanical experience

### **Education, Experience and Language Skills**

- University degree in entomology or related field
- Experience in the vision recognition systems
- Electronic and mechanical engineering experience (sufficient to work with the Instrumentation Section and Mechanical Workshop to develop a prototype of a practical system)

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- At least two years of relevant experience in project planning and management, facilitation of multi-stakeholders processes
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Plant Pests Officer (P2)
<b>Organizational Unit:</b>	Insect Pest Control Laboratory Insect Pest Control Section Joint FAO/IAEA Division Department of Nuclear Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's major programme on nuclear techniques for development and environmental protection (Major Programme 2). This major programme comprises individual programmes in food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The major programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is located in the Department of Nuclear Sciences and Applications of the IAEA in Vienna. The Joint Division assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and IAEA in using nuclear techniques and related technologies to improve food security, alleviate poverty and promote sustainable agriculture. It does so by coordinating and supporting applied research, providing technical and advisory services to Member State field projects as well as laboratory support and training, and collecting, analysing and disseminating information. The Joint Division consists of five sections, each with an associated laboratory, in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food and environmental protection. The associated laboratories are part of the FAO/IAEA Agriculture & Biotechnology Laboratories (ABL) located in Seibersdorf, 45 km southeast of Vienna.

The Insect Pest Control (IPC) Section assists Member States with the development, dissemination and transfer of sterile insect and related technologies for the area-wide integrated suppression, containment or eradication of major insect pests affecting crops, livestock and human health with the objective of

supporting FAO and IAEA Member States in reducing food losses, insecticide use, and disease transmission whilst facilitating international trade in agricultural commodities.

## Main Purpose

The Associate Plant Pests Officer will contribute to the development of the combined use of the Sterile Insect Technique (SIT) and the Male Annihilation Technique (MAT) for fruit flies.

## Role

The Associate Plant Pests Officer is 1) a researcher on the SIT and MAT, 2) an analyst to statistically analyse the data generated, and 3) a writer of scientific papers for submission to peer reviewed journals

## Partnerships

The Associate Plant Pests Officer will collaborate with the other members of the IPC Laboratory (IPCL) (staff, visiting scientists, intern and fellows), with the members of the IPC Section, and with staff of the Department of Technical Cooperation.

## Functions / Key Results Expected

- Collection of information and statistical analysis of data
- Project / meeting services to support programme projects, products and services
- Conducts laboratory research on the combined use of the Male Annihilation Technique and the Sterile Insect Technique
- Conducts experiments in field cages to assess the efficiency of the MAT and SIT
- Evaluates data and statistical analysis
- Contributes to peer-reviewed publication and reports documenting R&D findings
- Contributes to the development of protocols
- Assists with other activities of the IPCL in relation to CRP and TC projects on fruit fly SIT

## Competencies and Expertise

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



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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long term impact.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.
Technical/ Scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Insect Pest Control	Knowledge on the sterile insect technique and the male annihilation technique for fruit flies

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## **Education, Experience and Language Skills**

- University degree in entomology, plant protection or biochemistry
- At least two years of experience with research on fruit flies, or field experience in the area of plant protection or with the management of fruit flies.
- Experience with the sterile insect technique for fruit flies would be an asset
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Research Officer (Plant Pathology) (P2)
<b>Organizational Unit:</b>	Plant Breeding and Genetics Laboratory The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and the IAEA in using nuclear techniques and related technologies to improve food security, alleviate poverty and promote sustainable agriculture. The Joint Division consists of five Sections, each with an associated laboratory (located in Seibersdorf, 45 km south-east of Vienna), in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food and environmental protection.

The Plant Breeding and Genetics Section and Laboratory assist Member States with the development of mutation induction methodologies and integrated applications of mutation breeding techniques for crop improvement and biodiversity, contributing to the sustainable intensification of crop production systems.

## Main Purpose

The Associate Research Officer (Plant Pathology) is responsible for assisting in the development of research protocols in the field of plant pathology and/or weed science. He/She will be based in the Plant Breeding and Genetics Laboratory and reports to the Plant Breeding and Genetics Laboratory Head. The Associate Research Officer (Plant Pathology) works in concert with other staff members of the Laboratory who conduct strategic or applied R&D aimed at developing superior crop varieties in the FAO and IAEA Member States and who also support related human capacity building efforts. The

incumbent carries out his/her tasks in the context of crop mutation breeding incorporating the use of nuclear techniques and efficiency-enhancing biotechnologies.

## **Role**

The Associate Research Officer (Plant Pathology) is 1) a researcher, conducting experiments in the field of plant pathology and/or weed science, developing protocols and methods to help address Member States constraints in the area of plant pathology; 2) an analyst, designing and implementing relevant experiments, collating and analysing the resulting data and reporting the findings in appropriate media; 3) a team member, contributing to laboratory goals and providing inputs to informed decisions on R&D strategies and approaches to help address Member States constraints in the area of plant pathology or weed science.

## **Partnerships**

The Associate Research Officer (Plant Pathology) will work closely with staff members of the Plant Breeding and Genetics Laboratory. He/She will primarily be involved in Coordinated Research Programme activities relating to plant pathology and/or weed science in the context of crop improvement for disease resistance and/or control of parasitic weeds. He/She may also contribute to fostering collaborative relationships with Member States institutions, to leverage implementation of sub-Programme activities and facilitate programme delivery.

## **Functions / Key Results Expected**

The incumbent is expected to contribute to the development of protocols to improve the screening or detection of biotic stresses and/or parasitic weeds in the context of ongoing Coordination Research Programs. He/She will, with technical support and supervision, carry out mostly laboratory and glasshouse experiments and may also be involved in related field activities. The focus will be on developing protocols and technology packages to efficiently screen plants for resistance to biotic stresses and/or parasitic weeds with as overall goal to enhance the efficiency of mutation breeding for biotic stress and/or parasitic weeds. Specifically, he/she will be involved in one or more of the following:

1. Conducts inoculation experiments in the laboratory or greenhouse to screen for resistance to fungal or viral diseases, such as for example in coffee or banana.
2. Develops robust (molecular) diagnostic or screening assays to enhance the efficiency of crop mutation breeding for resistance to biotic stresses and/or parasitic weeds such as Striga
3. Conducts research in plant-weed interactions using for example microscopy techniques to support mutation breeding for resistance to weeds such as Striga
4. Contributes to training activities by teaching plant pathology principles, methods or techniques through practical courses or lectures
5. Analyses and publishes scientific results in the form of protocols or peer-reviewed journal articles
6. Contributes to the production of other internal and external information materials relating to the above and highlighting the activities of the Laboratory.

**Competencies and Expertise**

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.
Partnership building	Associate	Develops and maintains partnerships needed for his/her work. Establishes and nurtures positive relations with partners and stakeholders.
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.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Plant Science Plant Biotechnology	Knowledge of plant pathology, weed science, and molecular biology; and understanding of induced crop mutagenesis.
Plant Science Plant Diseases Control	Knowledge of strategies for molecular diagnostics of plant disease.

## **Education, Experience and Language Skills**

- University degree in plant pathology, molecular plant disease diagnostics, plant disease screening or related disciplines.
- At least 2 years of postgraduate experience in research and development activities relating to the application of plant pathology or weed science, molecular techniques, and other relevant biotechnologies related to crop improvement;
- Publication record in peer-reviewed journals would be an advantage.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Computer Scientist (Computational Biologist) (P2)
<b>Organizational Unit:</b>	Plant Breeding and Genetics Laboratory Plant Breeding and Genetics Section Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 2 years

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's major programme on nuclear techniques for development and environmental protection (Major Programme 2). This major programme comprises individual programmes in food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The major programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is located in the Department of Nuclear Sciences and Applications of IAEA in Vienna. The Joint Division assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and IAEA in using nuclear techniques and related technologies to improve food security, to alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting applied research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food safety and environmental protection. Each section has an associated laboratory, as part of the FAO/IAEA Agriculture & Biotechnology Laboratories (ABL) located in Seibersdorf, 45 km southeast of Vienna. The Plant Breeding and Genetics Section and its Laboratory (PBGL) assist Member States in improving their crops towards sustainable intensification of agricultural production systems through R&D activities, technology transfer, and capacity building. PBGL develops mutation induction methodologies, identifies traits and causal mutations, and applies advanced plant breeding techniques.

## Main Purpose

The Associate Computer Scientist/Computational Biologist will contribute to the development of research protocols in the field of plant genetics, genomics, and breeding. The Associate Computer Scientist/Computational Biologist contributes to innovative R&D, provides relevant services, and supports the Plant Breeding and Genetics Laboratory (PBGL)'s capacity building and outreach activities. Goals are the development and adaptation of technologies for the development of superior

crop varieties in and/or for Member States, thereby contributing to food security and the sustainable development goals.

## Role

The Associate Computer Scientist/Computational Biologist is a researcher who, under the supervision of the Laboratory Head, applies the scientific method in conceptualizing identified problems, provides input to reach informed decisions on strategies for addressing the problems, contributes to design and implementation of relevant experiments or problem solutions, collates and analyses resulting data, keeps clear, concise, and state-of-the art records, and reports findings to the relevant audience which includes, if appropriate, high impact media.

## Partnerships

Reporting to the Laboratory Head the Associate Computer Scientist/Computational Biologist will work closely with staff members of the Plant Breeding and Genetics Laboratory on collaborative projects. She/he will also be involved in the Plant Breeding and Genetics Subprogram's coordinated research activities. The incumbent will frequently liaise with the IT-Innovations Lead in IAEA's IT-Department (MT-IT)

## Functions / Key Results Expected

The Associate Computer Scientist/Computational Biologist will carry out analysis and computational tasks related to the activities of Plant Breeding and Genetics Laboratory, utilising resources of IAEA and the Plant Breeding and Genetics Subprogram.

The focus will be on assisting in developing technology packages that integrate phenotypic and genotypic evaluation of mutant germplasm with the aim to develop superior crop varieties for Member States of FAO/IAEA and make the traits available for further breeding.

Specifically, he/she will:

- Develop, document, and maintain reproducible data analysis workflows in a server and/or cluster environment.
- Participate in and contribute to the development of novel approaches and analysis tools for phenotypic screening assays to enhance the efficiency of selecting desired mutation events for further characterization.
- Use existing and develop novel approaches and analysis tools for genome analysis and phenotype-genotype associations to identify causal variants for further characterization and utilisation. This will include bioinformatics analyses of Next Generation Sequencing and other -omics data to support forward and reverse genetic approaches.
- Contribute to the dissemination of the results, which will include producing reproducible protocols for internal use as well as for use by partners in Member States and other stakeholders. Contribute to scientific publications and provide input to internal and external information material highlighting the activities of PBGL's work.

## Competencies and Expertise

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



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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical Thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.
Technical/Scientific Credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.

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<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Computer Programming	Fluency in Unix/Linux, demonstrated proficiency in one or more standard scripting language (Python, etc), and one or more programming language (C/C++, etc) is a must
Data Analysis	Experience in developing and maintaining analysis workflows in a server and/or cluster environment is a strong plus. (I.e., snakemake)
Collaborative Development	Evidence of previous collaborative work in the field of software development (i.e., a github repository) is a strong plus.
Plant Breeding and Genetics	Knowledge of molecular genetic strategies, especially high-throughput techniques, for gene identification and annotation in crops is a plus

### **Education, Experience and Language Skills**

- University degree in Computer Science (E.g., University degree in Computational Biology, Bioinformatics, Statistics, Math/Physics, Genetics, Molecular Biology, Agricultural sciences, or related field)
- A minimum of two years of work experience in applying computer programming to scientific problems or related experience.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Plant Breeder (P2)
<b>Organizational Unit:</b>	Plant Breeding and Genetics Laboratory Plant Breeding and Genetics Section Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is located in the Department of Nuclear Sciences and Applications of IAEA in Vienna. The Joint Division assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and IAEA in using nuclear techniques and related technologies to improve food security, to alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting applied research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food safety and environmental protection. Each section has an associated laboratory, as part of the FAO/IAEA Agriculture & Biotechnology Laboratories (ABL) located in Seibersdorf, 45 km southeast of Vienna. The Soil and Water Management and Crop Nutrition Section and its Laboratory, assist Member States in developing improved soil and water management practices for sustainable intensification of agricultural production systems through applied and adaptive R&D activities, technology transfer and capacity building. The Plant Breeding and Genetics Section and its Laboratory (PBGL) assist Member States in improving their crops towards sustainable intensification of agricultural production systems through R&D activities, technology transfer, and capacity building. PBGL develops mutation induction methodologies, identifies traits and causal mutations, and applies advanced plant breeding techniques.

## Main Purpose

The Associate Plant Breeder will contribute to the development of research protocols in the field of plant breeding, genetics and phenotyping. The Associate Plant Breeder will support the development of innovative R&D activities; the provision of relevant services; and support for human capacity building,

that relate to the development and adaptation of technologies for the development of superior crop varieties for Member States, thereby contributing to food security and sustainable agriculture.

## Role

The Plant Breeder is a researcher who, under the supervision of the Laboratory Head, applies the scientific method in conceptualizing Member States' identified problems, provides inputs to reach informed decisions on strategies for addressing the problems, contributes to design and implementation of relevant experiments, collates and analyses the resulting data, maintains clear records and reports the findings to relevant audiences which includes, where appropriate, high impact media.

## Partnerships

Reporting to the Laboratory Head, the Associate Plant Breeder will work closely with staff members of the Plant Breeding and Genetics Laboratory. He/She will also be involved in Plant Breeding and Genetics Section coordinated research activities relating to plant breeding and genetics. He/She also contributes to fostering collaborative relationships with Member States' institutions and relevant international organizations, to leverage implementation of sub-Programme activities and facilitate programme delivery.

## Functions / Key Results Expected

The Associate Plant Breeder is expected to carry out varied genetic and phenotypic screening assays in support of the induced crop mutagenesis activities of the Plant Breeding and Genetics Sub-Programme. He/She will, with technical support and supervision, utilise the existing facilities in the Plant Breeding and Genetics Laboratory, to carry out mostly laboratory bench, glasshouse and field activities. The focus will be on supporting the development of technology packages that integrate mutation induction strategies with efficiency enhancing mutant evaluation and selection.

Specifically, he/she will be involved in one or more of the following:

- Participate in the adaptation or development of phenotypic screening assays to enhance the efficiency of selecting desired mutation events for further characterization.
- Participate in mutant population development, genetic and phenotypic analysis of mutant populations geared towards the discovery of major mutant traits relevant to Member States
- Use *in vitro* plant tissue culture techniques for phenotypic screening/selection
- Contribute to the publication of scientific results relating to above; and make significant input into the production of other internal and external information materials highlighting the activities of the Laboratory.
- Carry out other duties as assigned in support of the sub-Programme's activities including the introduction of new skills in the Laboratory and the training of other staff members and trainees on specific themes.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical Thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Knowledge sharing and learning	Individual Contributor	Takes responsibility for his/her learning and development. Identifies development priorities and seeks ways to address them. Welcomes learning and skills development opportunities. Readily identifies opportunities to exchange knowledge and information with peers and colleagues. Takes due care of confidentiality obligations, in compliance with the Agency's regulations, rules and policies, when sharing useful knowledge and information.
Technical/Scientific Credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and

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		techniques in response to changing needs in his/her area of work.
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<b>Expertise</b>		
<b>Expertise</b>	<b>Description</b>	
Plant Breeding and Genetics	Knowledge of principles of plant breeding and genetics, Mendelian genetics is a must and knowledge of quantitative genetics a strong plus	
Biostatistics and Biometry	Knowledge of statistical analysis principles and software as applied to plant breeding, genetics and field experiments	

### **Education, Experience and Language Skills**

- University degree in Plant Breeding, Genetics or related field.
- A minimum of two years of work experience in plant breeding and genetic analysis.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Food and Agriculture Radioactivity Control Officer (P2)
<b>Organizational Unit:</b>	Soil and Water Management and Crop Nutrition Laboratory Soil and Water Management and Crop Nutrition Section Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is located in the Department of Nuclear Sciences and Applications of IAEA in Vienna. The Joint Division assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and IAEA in using nuclear techniques and related technologies to improve food security, to alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting applied research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food safety and environmental protection. Each section has an associated laboratory, as part of the FAO/IAEA Agriculture & Biotechnology Laboratories (ABL) located in Seibersdorf, 45 km southeast of Vienna. The Soil and Water Management and Crop Nutrition Section and its Laboratory, assist Member States in developing improved soil and water management practices for sustainable intensification of agricultural production systems through applied and adaptive R&D activities, technology transfer and capacity building.

The Soil and Water Management and Crop Nutrition Laboratory (SWMCNL), through the application of nuclear techniques, focuses on the development of methodologies and cost-effective soil-water technology management packages to: (i) improve soil quality and fertility for crop nutrition and production; (ii) increase on-farm and area-wide nutrient and water use efficiency to combat water scarcity and prevent the inefficient use of applied fertilizers; (iii) minimize the impacts of climate change

on agricultural soil and water management; and (iv) improve preparedness and response to nuclear emergencies affecting food and agriculture.

## **Main Purpose**

The Associate Food and Agriculture Radioactivity Control Officer is responsible for assisting in the development of research protocols in the field of control of radionuclides in food and agriculture for enhancing nuclear emergency response practices, through (i) developing strategies for improved radioactivity level prediction at crop harvest; and (ii) assisting in the development of methodologies for sampling and radioactivity analysis protocols for different specific categories of crops.

## **Role**

The Associate Food and Agriculture Radioactivity Control Officer will assist in the development of methodologies to monitor and predict more accurately radioactivity levels in crops at harvest, as a result of nuclear emergencies, and in the analysis of experimental data and results for protocol development and publication; he/she is also a technical and scientific writer.

## **Partnerships**

The Associate Food and Agriculture Radioactivity Control Officer reports to the Soil and Water Management & Crop Nutrition Laboratory Head and will work closely with staff members of the Soil and Water Management & Crop Nutrition Laboratory and Section. He/She will also be involved in Soil and Water Management & Crop Nutrition Section coordinated research activities relating to nuclear emergency response in food and agriculture.

## **Functions / Key Results Expected**

Under the general guidance of the Head of the Soil and Water Management & Crop Nutrition Laboratory and the Head of the Soil and Water Management & Crop Nutrition Section of the Joint FAO/IAEA Division located at Headquarters:

- To develop research protocols for improved radioactivity level prediction at crop harvest based on radioactivity contamination at initial crop stages (for wheat as test crop);
- To support the development of sampling and radioactivity analysis protocols for different specific categories of crops (cereals, tuber crops, vegetables and fruit);
- To contribute to publications and reports documenting R&D findings in the analysis and prediction of radionuclides in crops in the aftermath of a nuclear emergency.

## **Competencies and Expertise**

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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



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		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 priorities. Takes into account potential changes and proposes contingency plans.
<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Commitment to continuous process improvement	Individual Contributor	Is knowledgeable of the Agency's quality assurance programmes, standards, activities and procedures related to his/her area of work. Recognizes problem areas and recommends solutions. Efficiently and effectively administers resources allocated within his/her area of competence, and proposes enhancements to processes and procedures to increase efficiency and effectiveness, consistent with the Agency's regulations and rules. Collects, consolidates and organizes data and information to support the evaluation of quality management and identifies issues relating to consistency, clarify and logic.
Judgement/decision making	Individual Contributor	Is aware of and takes responsibility for the impact of his/her decisions. Considers the risks and consequences of actions and decisions. Applies the Agency's applicable regulations, rules and policies, taking into account best practice and precedents. Consults and seeks guidance from his/her supervisor/manager during the decision-making process. Understands the importance of discretion and confidentiality and understands what information can be disclosed, consistent with the Agency's applicable regulations, rules and policies.

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Technical/scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
<b>Expertise</b>		
<b>Expertise</b>	<b>Description</b>	
Application of Isotopes and Radiation in Food and Agriculture and Environment	Strong understanding of the drivers of contaminant dynamics in agro-ecosystems, in particular radionuclide dynamics	
Analytical Methods in Geochemistry	Practical experience in the use of geochemistry or radio-analytical techniques for determining contaminants, in particular radionuclides in soil and crops	

### **Education, Experience and Language Skills**

- University degree in agronomy, soil science, biology or environmental sciences with a major emphasis on environmental chemistry or radio-ecology.
- Minimum of two years of proven laboratory experience in contaminant or radionuclide analysis, preferably in the field of radionuclide soil – crop transfer studies or related environmental sciences.
- Experience in the use of radio-ecology techniques for tracing radionuclides in agro-ecosystems is an asset.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset. Knowledge of German is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Greenhouse Gas Emission Officer (P2)
<b>Organizational Unit:</b>	Soil and Water Management and Crop Nutrition Laboratory Soil and Water Management and Crop Nutrition Section Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is located in the Department of Nuclear Sciences and Applications of IAEA in Vienna. The Joint Division assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and IAEA in using nuclear techniques and related technologies to improve food security, to alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting applied research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food safety and environmental protection. Each section has an associated laboratory, as part of the FAO/IAEA Agriculture & Biotechnology Laboratories (ABL) located in Seibersdorf, 45 km southeast of Vienna. The Soil and Water Management and Crop Nutrition Section and its Laboratory, assist Member States in developing improved soil and water management practices for sustainable intensification of agricultural production systems through applied and adaptive R&D activities, technology transfer and capacity building.

The Soil and Water Management and Crop Nutrition Laboratory (SWMCNL), through the application of nuclear techniques, focuses on the development of methodologies and cost-effective soil-water technology management packages to: (i) improve soil quality and fertility for crop nutrition and production; (ii) increase on-farm and area-wide nutrient and water use efficiency to combat water scarcity and prevent the inefficient use of applied fertilizers; (iii) minimize the impacts of climate change on agricultural soil and water management; and (iv) improve preparedness and response to nuclear

emergencies affecting food and agriculture.

## Main Purpose

The Associate Greenhouse Gas Emission Officer is responsible for (i) assisting in the development of research protocols for emission of greenhouse gases of carbon dioxide and nitrous oxide from agriculture for enhancing sustainable climate-smart agricultural practices; and (ii) assisting in the development of methodologies for determining fluxes and sources of carbon dioxide and nitrous oxide in agro-ecosystems using stable isotope methodologies.

## Role

The Associate Greenhouse Gas Emission Officer is a junior expert and an Associate Greenhouse Gas Emission Officer. He/She will assist in the development of methodology to determine sources of carbon dioxide and nitrous oxide as a result of agricultural activities, and analysis of experimental data and results for protocol development and publication; he/she is also a technical and scientific writer.

## Partnerships

The Associate Greenhouse Gas Emission Officer reports to the Soil and Water Management & Crop Nutrition Laboratory Head and will work closely with staff members of the Soil and Water Management & Crop Nutrition Laboratory and Section. He/She will also be involved in Soil and Water Management & Crop Nutrition Section coordinated research activities relating to agricultural farming systems and nutrient management.

## Functions / Key Results Expected

Under the general guidance of the Head of the Soil and Water Management & Crop Nutrition Laboratory and the Head of the Soil and Water Management & Crop Nutrition Section of the Joint FAO/IAEA Division located at Headquarters:

- To assist in developing research protocols in the field of greenhouse gas emission analysis for enhancing climate-smart agriculture practices, through developing strategies for sampling and monitoring of greenhouse gases, such as carbon dioxide and nitrous oxide;
- To assist in the development of methodologies for determining fluxes and sources of carbon dioxide and nitrous oxide in agro-ecosystems using stable isotope methodologies.

## Competencies and Expertise

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

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		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 priorities. Takes into account potential changes and proposes contingency plans.
<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Commitment to continuous process improvement	Individual Contributor	Is knowledgeable of the Agency's quality assurance programmes, standards, activities and procedures related to his/her area of work. Recognizes problem areas and recommends solutions. Efficiently and effectively administers resources allocated within his/her area of competence, and proposes enhancements to processes and procedures to increase efficiency and effectiveness, consistent with the Agency's regulations and rules. Collects, consolidates and organizes data and information to support the evaluation of quality management and identifies issues relating to consistency, clarify and logic.
Judgement/decision making	Individual Contributor	Is aware of and takes responsibility for the impact of his/her decisions. Considers the risks and consequences of actions and decisions. Applies the Agency's applicable regulations, rules and policies, taking into account best practice and precedents. Consults and seeks guidance from his/her supervisor/manager during the decision-making process. Understands the importance of discretion and confidentiality and understands what information can be disclosed, consistent with the Agency's applicable regulations, rules and policies.
Technical/scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and

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		Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
<b>Expertise</b>		
<b>Expertise</b>	<b>Description</b>	
Soil and Water Management and Crop Nutrition	Strong understanding of the drivers of greenhouse gas emission in agro-ecosystems	
Analytical methods in geochemistry	Practical experience in the use of analytical methods for determining greenhouse gas emission in the laboratory and field	

### **Education, Experience and Language Skills**

- University degree in agronomy, soil science, biology or environmental sciences with a major emphasis on geochemistry
- Minimum of two years of proven laboratory experience in analytical chemistry or geochemistry in the field of nitrogen or phosphate cycling or related environmental sciences
- Experience in the use of isotopic and nuclear techniques for tracing greenhouse gas emission is an asset
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset. Knowledge of German is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Agricultural Landscape Water Quality Officer (P2)
<b>Organizational Unit:</b>	Soil and Water Management and Crop Nutrition Laboratory Soil and Water Management and Crop Nutrition Section Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture is located in the Department of Nuclear Sciences and Applications of IAEA in Vienna. The Joint Division assists Member States of the Food and Agriculture Organization of the United Nations (FAO) and IAEA in using nuclear techniques and related technologies to improve food security, to alleviate poverty and to promote sustainable agriculture. It does so by coordinating and supporting applied research, providing technical and advisory services, laboratory support and training, and collecting, analysing and disseminating information.

The Joint Division consists of five sections in the areas of: animal production and health; plant breeding and genetics; insect pest control; soil and water management and crop nutrition; and food safety and environmental protection. Each section has an associated laboratory, as part of the FAO/IAEA Agriculture & Biotechnology Laboratories (ABL) located in Seibersdorf, 45 km southeast of Vienna. The Soil and Water Management and Crop Nutrition Section and its Laboratory, assist Member States in developing improved soil and water management practices for sustainable intensification of agricultural production systems through applied and adaptive R&D activities, technology transfer and capacity building.

The Soil and Water Management and Crop Nutrition Laboratory (SWMCNL), through the application of nuclear techniques, focuses on the development of methodologies and cost-effective soil-water technology management packages to: (i) improve soil quality and fertility for crop nutrition and production; (ii) increase on-farm and area-wide nutrient and water use efficiency to combat water scarcity and prevent the inefficient use of applied fertilizers; (iii) minimize the impacts of climate change on agricultural soil and water management; and (iv) improve preparedness and response to nuclear

emergencies affecting food and agriculture.

## Main Purpose

The Associate Agricultural Landscape Water Quality Officer is responsible for (i) assisting in the development of research protocols in the field of agricultural water quality analysis for better assess the impact of pollutants from agriculture in the agro-ecosystems, through developing strategies for sampling, monitoring and data analysis of nitrate and phosphate losses; (ii) assisting in the development of methodologies for determining movement and source of nitrate and phosphate in agricultural landscapes using isotopic and conventional methodologies; and (iii) validating models using soil and water quality data to simulate and monitor nitrate and phosphate movement in agricultural landscapes.

## Role

The JPO is a junior expert and an Associate Agricultural Landscape Water Quality Officer. He/She will assist in the development of methodology to determine sources of nitrate and phosphate as a result of agricultural activities, and analysis of experimental data and results for protocol development and publication; he/she is also a technical and scientific writer.

## Partnerships

The Associate Agricultural Landscape Water Quality Officer reports to the Soil and Water Management & Crop Nutrition Laboratory Head and will work closely with staff members of the Soil and Water Management & Crop Nutrition Laboratory and Section. He/She will also assist in Soil and Water Management & Crop Nutrition Section coordinated research activities relating to water pollution from agriculture, agricultural farming systems, nutrient management, and soil erosion & sedimentation control.

## Functions / Key Results Expected

Under the general guidance of the Head of the Soil and Water Management & Crop Nutrition Laboratory and the Head of the Soil and Water Management & Crop Nutrition Section of the Joint FAO/IAEA Division located at Headquarters:

- To assist in developing research protocols in the field of agricultural water quality analysis for better assessment of the impact of pollutants from agriculture in the agro-ecosystems, through developing strategies for sampling, monitoring and data analysis of nitrate and phosphate losses;
- To assist in the development of methodologies for determining the movement and source of nitrate and phosphate in agricultural landscapes using isotopic methodologies;
- To validate models using soil and water quality data to simulate and control nitrate and phosphate movement in agricultural landscapes.

## Competencies and Expertise

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.



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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 priorities. Takes into account potential changes and proposes contingency plans.
<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical thinking	Individual Contributor	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Commitment to continuous process improvement	Individual Contributor	Is knowledgeable of the Agency's quality assurance programmes, standards, activities and procedures related to his/her area of work. Recognizes problem areas and recommends solutions. Efficiently and effectively administers resources allocated within his/her area of competence, and proposes enhancements to processes and procedures to increase efficiency and effectiveness, consistent with the Agency's regulations and rules. Collects, consolidates and organizes data and information to support the evaluation of quality management and identifies issues relating to consistency, clarity and logic.
Judgement/decision making	Individual Contributor	Is aware of and takes responsibility for the impact of his/her decisions. Considers the risks and consequences of actions and decisions. Applies the Agency's applicable regulations, rules and policies, taking into account best practice and precedents. Consults and seeks guidance from his/her supervisor/manager during the decision-making process. Understands the importance of discretion and confidentiality and understands what information can be disclosed, consistent with

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		the Agency's applicable regulations, rules and policies.
Technical/scientific credibility	Individual Contributor	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
<b>Expertise</b>		
<b>Expertise</b>	<b>Description</b>	
Soil and Water Management	Expertise in assessing nutrient dynamics and water quality in agro-ecosystems	
Analytical methods in geochemistry	Practical laboratory experience in the use of analytical methods for determining water quality parameters	

### **Education, Experience and Language Skills**

- University degree in agronomy, soil science, biology or environmental sciences with a major emphasis on geochemistry or aquatic chemistry
- Minimum of two years of proven laboratory experience in analytical chemistry in the field of nitrogen or phosphate cycling or related environmental sciences
- Experience in the use of isotopic and nuclear techniques for understanding soil-plant-water relationships, and soil water management is an asset
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset. Knowledge of German is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Radiation Oncologist (P2)
<b>Organizational Unit:</b>	Applied Radiation Biology and Radiotherapy Section Division of Human Health Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Human Health is organized into four Sections whose objectives are to enhance the capabilities of Member States to address needs related to the prevention, diagnosis and treatment of health problems through the development and application of nuclear techniques within a framework of quality assurance.

The Applied Radiation Biology and Radiotherapy Section's (ARBR) primary objective is to enhance Member States' capabilities to establish sound policies concerning radiotherapy and cancer treatment, and to ensure the effective and efficient utilization of current and future advanced cancer radiotherapy treatment technologies.

## Main Purpose

As a member of a team led by the Section Head, the Associate Radiation Oncologist contributes professional knowledge to the implementation of activities related to the research programme of the Section and to the continuous development of the Human Health Campus (HHC) website.

## Role

The Associate Radiation Oncologist is: 1) a collaborator participating in the overall process of setting up and running clinical trials as part of the Section's research programme; and 2) a facilitator maintaining and improving the design and material of the radiation oncology section of the Human Health Campus.

## Partnerships

The works closely with radiation oncology and radiobiology colleagues and with other Agency's professionals. He/she interacts with consultants and counterparts in Member States.

## Functions / Key Results Expected

- Prepares trial proposals and protocols, the design of CRFs, communicates with relevant data management centres and investigators for the adequate organisation of meetings related to the setup of clinical trials. He/she also prepares necessary regulatory documents and assists with the process of issuing contracts and organising the specific QA for each trial and related study training to assigned sites.
- Together with the data management centres, manages the progress of assigned studies by tracking regulatory submissions and approvals, recruitment and enrolment, case report form (CRF) completion and submission, and data query generation and resolution.
- Evaluates the quality and integrity of study site practices related to the proper conduct of the protocol and adherence to applicable regulations.
- Prepares, distributes and archives clinical documentation and reports and coordinates interim meetings of investigators.
- Collaborates with Technical Officers of national and regional Technical Cooperation projects and activities in the area of radiation therapy.
- Identifies or develops different kind of materials for the HHC website, including relevant links and educational modules. He/she will work in coordination with team members from other Sections in order to maintain the homogeneity of the website.

## Competencies and Expertise

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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<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Associate	Readily identifies opportunities to exchange knowledge and information with peers and colleagues.
Judgement / decision making	Associate	Is aware of and takes responsibility for the impact of his/her decisions.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Clinical and Radiation Oncology	Knowledge of the clinical elements of the practice of radiation oncology. Ability to analyse current evidence and to adapt to limited resource settings.
Radiation Medicine Research	Understanding of the elements of clinical research.

## **Education, Experience and Language Skills**

- University degree in medicine and completed residency in radiation medicine (radiation oncology, radiology or clinical oncology).
- More than 2 years of clinical research experience.
- Excellent scientific writing skills.
- Excellent computer skills in all standard applications required for word processing, data analysis and statistics, preparation of scientific reports and papers, graphs, etc.
- Knowledge of the clinical research process and Good Clinical Practice.
- Knowledge of Health economics and / or a background in public health background an asset.
- Experience in grant writing an asset.
- Fluency in English. Knowledge of other IAEA official languages, particularly Spanish, French, and/or Russian, an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Radiation Medicine Associate (Radiation Oncologist/ Radiologist) (P2)
<b>Organizational Unit:</b>	Division of Human Health Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Human Health is organized into four Sections whose objectives are to enhance the capabilities of Member States to address needs related to the prevention, diagnosis and treatment of health problems through the development and application of nuclear techniques within a framework of quality assurance. The projects at the divisional level link the Sections, especially Dosimetry and Medical Radiation Physics (DMRP), Applied Radiation Biology and Radiotherapy (ARBR) and Nuclear Medicine and Diagnostic Imaging (NMDI) Sections. Cross sectional activities related to these sections are handled at the division level.

## Main Purpose

As a member of a team led by the Director, the Associate Radiation Medicine Associate (Radiation Oncologist/Radiologist) contributes to the implementation of activities related to the regular programme of the Division through contributions to the divisional research, educational activities, international collaborations and manuscript preparation.

## Role

- The Associate Radiation Medicine Associate (Radiation Oncologist/Radiologist) will review, analyze and collate scientific evidence on issues related to radiation medicine as well as project implementation.  
He/she will utilize technical expertise to identify gaps, needs and research opportunities and to provide support on the role of nuclear techniques to address priority issues particularly in low and middle income countries.
- As a collaborator, the incumbent will participate with other members of the team in the overall process of educational, outreach and research activities at the Divisional level.

## Partnerships

The Associate Radiation Medicine Associate (Radiation Oncologist/Radiologist) will work closely with colleagues in the division and with other Agency's professionals. He/she interacts with consultants and on occasion, counterparts in Member States.

## Functions / Key Results Expected

- Helps in the preparation of protocols and manuscripts.
- Assists with advising and guiding projects and activities in radiation medicine (radiation therapy, medical physics and radiology).
- Prepares scientific manuscripts, educational material, including lectures.

## Competencies and Expertise

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 priorities. Takes into account potential changes and proposes contingency plans.

Functional Competencies		
Competence	Occupational Role	Behavioural Indicator
Knowledge sharing and learning	Associate	Readily identifies opportunities to exchange knowledge and information with peers and colleagues.
Judgement / decision making	Associate	Is aware of and takes responsibility for the impact of his/her decisions.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Clinical and Radiation Oncology	Knowledge of the clinical elements of the practice of radiation oncology. Ability to analyse current evidence and to adapt to limited resource settings.
Radiation Medicine Research	Understanding of the elements of clinical research.

### **Education, Experience and Language Skills**

- University degree in medicine and completed residency in radiation medicine (radiation oncology, radiology or clinical oncology).
- More than 2 years of clinical research experience.
- Excellent scientific writing skills.
- Excellent computer skills in all standard applications required for word processing, data analysis and statistics, preparation of scientific reports and papers, graphs, etc.
- Knowledge of the clinical research process and Good Clinical Practice.
- Knowledge of Health economics and / or a background in public health background an asset.
- Experience in grant writing an asset.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.



# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Dosimetrist (P2)
<b>Organizational Unit:</b>	Dosimetry Laboratory Dosimetry and Medical Radiation Physics Section Division of Human Health Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Seibersdorf, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Human Health is organized into four Sections whose objectives are to enhance the capabilities of Member States to address needs related to the prevention, diagnosis and treatment of health problems through the development and application of nuclear techniques within a framework of quality assurance.

The Dosimetry and Medical Radiation Physics Section (DMRP) is responsible for quality assurance and metrology in radiation medicine. The Section works closely with clinical colleagues of the Applied Radiation Biology and Radiotherapy Section and the Nuclear Medicine and Diagnostic Imaging Section. Specifically, DMRP provides technical support in medical physics to ensure the safe and effective applications of nuclear technology in radiotherapy, diagnostic radiology and nuclear medicine. It operates the Dosimetry Laboratory (DOL) located at the Agency's Laboratories, Seibersdorf, and provides a dosimetry calibration service and a dosimetry auditing and verification service for Member States.

## Main Purpose

As a member of a team led by the Laboratory Head, the Associate Dosimetrist contributes his/her technical knowledge to the implementation of activities related to the dosimetry audit services. The incumbent performs dosimetry measurements, processes data, analyses results of measurements and contributes to laboratory developments. He/she contributes to the implementation of actions and tasks relating to radiation protection and safety activities of DOL.

## Role

The Associate Dosimetrist is 1) a technical team member, contributing to the provision of dosimetry audit services and the maintenance, and improvement of their quality, as well as to research and development related to various aspects of dosimetry audit activities; 2) a data analyst evaluating, extracting, analysing and consolidating dosimetry audit data from the DOL databases and that obtained from Member States.

## Partnerships

The Associate Dosimetrist works closely with medical physics colleagues and with other Agency's professionals, including NAHU Databases Manager, DOL Quality Manager, NAHU Radiation Protection Officer, general service providers, and others. He/she interacts with consultants and counterparts in Member States receiving IAEA dosimetry services in order to ensure efficient operation of the services and to provide feedback for improvement in the range and quality of the services.

## Functions / Key Results Expected

- Performs measurements and analyses results using statistical models; identify deviations and possible causes and trends; suggests procedures for minimizing measurement uncertainties.
- Provides input to the development of laboratory QA/QC procedures, instructions and documentation for the DOL QMS on auditing services using new solid state dosimetry systems.
- In collaboration with the DOL team, performs testing of various auditing procedures.
- Executes additional measurements and data analysis resulting from the transition between the audit services based on TLD and the new solid state dosimetry systems.

## Competencies and Expertise

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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Associate	Readily identifies opportunities to exchange knowledge and information with peers and colleagues.
Judgement / decision making	Associate	Is aware of and takes responsibility for the impact of his/her decisions.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Dosimetry	Experimental methods of high precision solid state and ion chamber dosimetry for RT incl. hands-on experience in TLD, OSL, RPL dosimetry for RT audits.

### **Education, Experience and Language Skills**

- University degree in radiation dosimetry or medical radiation physics. An advance degree is an asset.
- Minimum of one year of relevant work experience with high precision solid state dosimetry for radiotherapy in a standards dosimetry laboratory.
- Knowledgeable in the principles and practices of radiation dosimetry including experimental methods in high precision solid state dosimetry for radiotherapy.
- Excellent computer skills in all standard applications required for word processing, data analysis and statistics, preparation of scientific reports and papers, graphs, etc.
- Knowledgeable in operation and maintenance of a quality management system for radiation dosimetry laboratories based on ISO 17025 standards.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Nutrition and Environmental Officer (P2)
<b>Organizational Unit:</b>	Nutritional and Health –related Environmental Studies Section Division of Human Health Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Human Health is organized into four Sections whose objectives are to enhance the capabilities of Member States to address needs related to the prevention, diagnosis and treatment of health problems through the development and application of nuclear techniques within a framework of quality assurance.

The Nutritional and Health-Related Environmental Studies Section's (NAHRES) aim is to assist Member States in combating malnutrition throughout the human lifecycle by contributing technical expertise in the use of nuclear techniques, in particular stable isotope techniques, for the development and evaluation of nutritional interventions. Malnutrition covers a wide spectrum, the priority areas of which include maternal and child nutrition, obesity and non-communicable disease prevention, and food based strategies to combat micronutrient deficiencies.

## Main Purpose

Reporting to the Section Head, the Associate Nutrition and Environmental Officer (JPO) participates in analysis and identification of priority areas where nuclear techniques may be relevant in addressing health-related environmental issues. The incumbent contributes to the implementation of actions and tasks relating to health effects of the environment and nutrition.

## Role

The JPO is: 1) an *analyst* reviewing, analysing and collating scientific evidence on health effects of the environment and nutrition; 2) a *technical specialist* identifying gaps, needs and research opportunities and providing support and advice on the role of nuclear techniques to address priority issues particularly in low and middle income countries.

## Partnerships

The JPO consults with staff members within the Section and the Division and interacts with other staff members from other sections/divisions working on environmental-related health issues.

## Functions / Key Results Expected

With guidance and support provided by the Section Head, and in close collaboration with the team members, the JPO will:

- Contribute to identifying gaps and research needs and to coordinated research projects on the use of nuclear techniques to monitor health effects of the environment, and nutrition interventions in low and middle income countries;
- Assist with advising and guiding national and regional Technical Cooperation projects on health effects of the environment and nutrition;
- Organize interlaboratory comparison studies for analysis of deuterium, doubly-labelled water and other stable isotope labelled compounds;
- Contribute to the development of education material on the use of nuclear techniques to assess and monitor effects of the environment on health risks and nutrition;
- Contribute to the integration of the work of the section on effects of the environment on health issues into related projects (e.g., food safety, health and nutrition) at the IAEA and at other international organisations.

## Competencies and Expertise

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 priorities. Takes into account potential changes and proposes contingency plans.

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<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Knowledge sharing and learning	Associate	Actively seeks opportunities to learn by formal and informal means; learns from others, adopting and sharing best practice.
Analytical thinking	Associate	Gathers and analyses information, identifying critical relationships and patterns among data and proposes workable solutions.
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.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Project Management	Knowledge in project coordination and management.
Stable Isotope Techniques in Human Nutrition	Knowledge in nuclear techniques and their applications in environmental health and nutrition.

### **Education, Experience and Language Skills**

- University degree in environmental sciences and/or nutrition. An advanced degree is an asset.
- Minimum of two years' experience in research areas related to environmental science and nutrition. Experience in low and middle-income countries an asset.
- Fluency in written and spoken English. Working knowledge of French and/or Spanish an advantage.

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## Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Data Analyst (P2)
<b>Organizational Unit:</b>	Atomic and Molecular Data Unit Nuclear Data Section Division of Physical and Chemical Sciences Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

### Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Physical and Chemical Sciences is responsible for assisting and advising Member States in research and development for the nuclear sciences, especially the physical and chemical sciences. Specifically, the Division provides support to Member States in the following fields: production of radioisotopes and radiolabelled products for applications in health care and industry; radiation source applications; research reactor utilization; applications of accelerators and nuclear instrumentation; nuclear and atomic data for applications; controlled nuclear fusion and isotope hydrology and geochemistry.

The Nuclear Data Section (NDS) is one of several sections in the Division of Physical and Chemical Sciences (NAPC) within the Department of Nuclear Sciences and Applications. The Section is responsible for undertaking Agency activities in the related areas of the development and dissemination of atomic and nuclear data for nuclear technology (including fusion energy technology), medicine, agriculture and other nuclear applications. The activities of the Section include data compilation, data evaluation, data dissemination, data development and technology transfer. The operating environment is dynamic, participative and interactive. The mission of the Atomic and Molecular Data Unit within NDS is to enhance the competencies of Member States in their research into nuclear fusion through the provision of internationally recommended data libraries for atomic, molecular and plasma-material interaction processes and related material properties.

### Main Purpose

As a member of the Atomic and Molecular Data Unit within the Nuclear Data Section the Associate Data Analyst supports the work of the Section in the compilation, evaluation, dissemination and development of atomic, molecular, plasma-material interaction and related material properties data for

nuclear fusion. The Associate Data Analyst is provided opportunities for practical exposure to programme development and execution in the scientific area of atomic, molecular and plasma-material interaction data for fusion, under the guidance of senior professionals.

## Role

The Associate Data Analyst is: 1) an analyst, reviewing and classifying journal literature in the area of atomic, molecular and plasma-material interaction data for fusion and interacting with producers, evaluators and users of such data and with other experts, 2) a database developer, maintaining data libraries and 3) a technical specialist, carrying out scientific or technical research to support the provision of atomic, molecular and plasma-material interaction data to Member States.

## Partnerships

The Associate Data Analyst provides advice and coordinates detailed activities under the overarching guidance of the Unit Head on atomic, molecular and plasma-material interaction data to internal and external stakeholders, including external developers and users and internal IAEA professional staff.

## Functions / Key Results Expected

The Associate Data Analyst carries out the following responsibilities to address Member States' needs related to data for atomic, molecular and plasma-material interaction processes in fusion.

- Read and classify journal literature in order to contribute to numerical and bibliographical databases on atomic, molecular and plasma-material interaction processes for fusion and to support data evaluation work for such processes;
- Carry out scientific research including computational studies to support evaluation of data for atomic, molecular and plasma-material interaction processes for fusion;
- Contribute to implementation of database development needs linked to the above subjects;

## Competencies and Expertise

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.



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Planning and Organizing	Individual Contributor	Plans and organizes his/her own work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans.
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<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical Thinking	Associate	Identifies synergies or inconsistencies between various sources and data in reaching conclusions: analyses data and related trends, patterns and gaps; distils critical elements and identifies relevant links by using appropriate analytical methods; in consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long term impact.
Technical/Scientific Credibility	Associate	Applies knowledge of basic technical/scientific methods and tools; provides reliable technical/scientific information and data; stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date; proposes new procedures and techniques in response to changing needs in his/her area of work.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Physics/Atomic Physics	Good knowledge of atomic, molecular and/or plasma-material interaction processes and related material properties, preferably in the context of plasma physics for nuclear fusion.
Information Technology/Data Analysis	Experience with database management or with specific databases for atomic, molecular or plasma-material interaction processes is an advantage.

## **Education, Experience and Language Skills**

- University degree in Physics, Chemistry or Engineering with specialisation in plasma physics, atomic and molecular physics or plasma-material interaction processes.
- At least 2 years of experience in scientific research involving atomic, molecular or plasma-material interaction processes.
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

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# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Project Officer (Nuclear Fusion) (P2)
<b>Organizational Unit:</b>	Physics Section Division of Physical and Chemical Sciences Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Physical and Chemical Sciences is responsible for assisting and advising Member States in research and development for the nuclear sciences, especially the physical and chemical sciences. Specifically, the Division provides support to Member States in the following fields: production of radioisotopes and radiolabelled products for applications in health care and industry; radiation source applications; research reactor utilization; applications of accelerators and nuclear instrumentation; nuclear and atomic data for applications; controlled nuclear fusion and isotope hydrology and geochemistry.

The Physics Section is responsible for planning and implementing activities in the areas of (i) effective utilization of research reactors, (ii) fostering relevant research and development and applications using particle accelerators and related instrumentation, and (iii) plasma physics and fusion, in order to enable Member States to avail themselves of the benefits of nuclear sciences and technologies. It operates the Nuclear Science and Instrumentation Laboratory, located at the Agency’s Laboratories in Seibersdorf, which assists laboratories in Member States to improve the effective utilization of nuclear spectrometry and related instrumentation by providing technical advice, training, calibration services, assistance with the modification and development of nuclear instruments and with new applications of nuclear spectrometry techniques in various fields, including energy related applications, environmental monitoring, industry, and the study of cultural heritage objects.

## Main Purpose

The Associate Project Officer provides direct support to the development and implementation of IAEA activities to increase relevant capabilities within interested Member States for networking, energy

scenarios analysis, strategic planning, knowledge transfer and technology development in the area of nuclear fusion.

### **Role**

The Associate Project Officer is a technical analyst providing support to the Project Manager on Nuclear Fusion; a team member providing assistance in the coordination and implementation of IAEA's activities under the direct oversight of the Nuclear Fusion Physicist covering the analysis of different energy scenarios including the development of nuclear fusion technology as a future reliable source of energy and the required investment for it; a facilitator, encouraging internal and external cooperation and development through communication with both IAEA and external project stakeholders; a technical writer producing documents relating to nuclear fusion; and a team member of IAEA missions to interested Member States working to address relevant challenges and issues associated with development of nuclear fusion technology.

### **Partnerships**

The Associate Project Officer provides assistance and support under the overarching guidance of the Nuclear Fusion Physicist to internal and external stakeholders, including IAEA programme managers in other sections and departments on programmatic and cross-cutting issues and initiatives.

### **Functions / Key Results Expected**

- Under the direct guidance of the Nuclear Fusion Physicist:
  - Implement the IAEA's activities on nuclear fusion to meet IAEA programmatic objectives;
  - Produce detailed technical report about the different energy scenarios including the development of fusion technology as a future reliable source of energy;
  - Produce detail technical report about required investment in nuclear fusion technology in comparison with other existing sources of energy.
- Within the scope of relevant projects, in close collaboration with the team initiate, plan and conduct meetings for Member States to review and discuss the status and progress achieved to overcome challenges related to nuclear fusion. Undertake studies and comparative assessments of various specific issues and present conclusions, recommendations, lessons learned, etc.
- Coordinate/liaise with external institutions and stakeholders; gather, maintain and apply knowledge of international good practices and future trends in the subject area.
- Contribute to the development of documents and technical reports on important aspects of project activities related to nuclear fusion and update IAEA publications and databases in the subject area.

### **Competencies and Expertise**

<b>Core Competencies</b>
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<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical Thinking	Associate	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Technical/Scientific Credibility	Associate	Applies knowledge of basic technical/scientific methods and Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.

<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>

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Physics/Nuclear Physics	Good knowledge of nuclear or fusion physics, with linkage to energy related projects, including infrastructure and organizational aspects required to implement them. Experience in policy recommendation and policy research projects and socioeconomic studies.
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## **Education, Experience and Language Skills**

- University degree in nuclear or fusion physics, nuclear engineering or related field;
- At least two years of professional experience in the area of nuclear energy or nuclear applications;
- Experience at international level in policy projects with proven ability to participate effectively in a multinational and multidisciplinary team with sensitivity and respect for diversity;
- Experience in technical writing in English for producing and reviewing documents in the subject area;
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Project Officer (Research Reactors) (P2)
<b>Organizational Unit:</b>	Physics Section Division of Physical and Chemical Sciences Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA’s Major Programme 2, “Nuclear Techniques for Development and Environmental Protection”. This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme’s objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Physical and Chemical Sciences is responsible for assisting and advising Member States in research and development for the nuclear sciences, especially the physical and chemical sciences. Specifically, the Division provides support to Member States in the following fields: production of radioisotopes and radiolabelled products for applications in health care and industry; radiation source applications; research reactor utilization; applications of accelerators and nuclear instrumentation; nuclear and atomic data for applications; controlled nuclear fusion and isotope hydrology and geochemistry.

The Physics Section is responsible for planning and implementing activities in the areas of (i) effective utilization of research reactors, (ii) fostering relevant research and development and applications using particle accelerators and related instrumentation, and (iii) plasma physics and fusion, in order to enable Member States to avail themselves of the benefits of nuclear sciences and technologies. It operates the Nuclear Sciences and Instrumentation Laboratory, located at the Agency’s Laboratories in Seibersdorf, which assists laboratories in Member States to improve the effective utilization of nuclear spectrometry and related instrumentation by providing technical advice, training, calibration services, assistance with the modification and development of nuclear instruments and with new applications of nuclear spectrometry techniques in various fields, including energy related applications, environmental monitoring, industry, and the study of cultural heritage objects.

## Main Purpose

The Associate Project Officer provides direct support to the development and implementation of IAEA activities to increase relevant capabilities within interested Member States for networking, strategic

planning, knowledge transfer and technology development in the areas of research reactor utilization and applications.

### **Role**

The Associate Project Officer fulfils is a technical analyst providing support to the Project Manager on research reactor utilization and applications; a team member, providing assistance in the coordination and implementation of IAEA's activities under the direct oversight of the Project Manager covering a broad range of research reactor applications such as education and training, neutron activation analysis, radioisotope production, silicon doping, neutron imaging, materials research using neutron beams, etc.; a facilitator, encouraging internal and external cooperation and development through communication with both IAEA and external project stakeholders; a technical writer producing and reviewing documents relating to research reactors; and a team member of IAEA missions to interested Member States working to address relevant challenges and issues associated with research reactor utilization and applications.

### **Partnerships**

The Associate Project Officer provides assistance and support under the overarching guidance of the Project Manager on research reactor utilization and applications to internal and external stakeholders, including IAEA programme managers in other sections and departments on programmatic and cross-cutting issues and initiatives.

### **Functions / Key Results Expected**

- Under the direct guidance of the Research Reactor Specialist:
  - Implement the IAEA's activities on research reactor utilization and applications to meet IAEA programmatic objectives.
  - Gather and provide information, insight and guidance on research reactor applications and related technical projects.
- Support projects in the subject area; evaluate proposals, plan and implement activities; prepare and monitor contracts for the supply of goods and services such as plant equipment, external assistance or research; and review the results achieved.
- Within the scope of relevant projects, in close collaboration with the team, initiate, plan and conduct meetings for Member States to review and discuss the status and progress achieved to overcome challenges related to research reactor utilization and applications. Undertake studies and comparative assessments of various specific issues and present conclusions, recommendations, lessons learned, etc.
- Coordinate/liaise with external institutions and stakeholders; gather, maintain and apply

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knowledge of international good practices and future trends in the subject area.

- Contribute to the development of documents and technical reports on important aspects of project activities related to research reactor utilization and applications and update IAEA publications and databases in the subject area.

## Competencies and Expertise

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Analytical Thinking	Associate	Identifies synergies or inconsistencies between various sources and data in reaching conclusions. Analyses data and related trends patterns and gaps. Distils critical elements and identifies relevant links by using appropriate analytical methods. In consultation with the supervisor, determines priorities for action, focusing on activities with a direct and/or long-term impact.
Technical/Scientific Credibility	Associate	Applies knowledge of basic technical/scientific methods and

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		Tools. Provides reliable technical/scientific information and data. Stays informed about current knowledge developments in his/her area of expertise and acquires new skills to keep up to date. Proposes new procedures and techniques in response to changing needs in his/her area of work.
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<b>Expertise</b>	
<b>Expertise</b>	<b>Description</b>
Physics/Nuclear Physics	Good knowledge of nuclear physics or related field with emphasis on research reactor applications, related technical projects and the infrastructure and organizational aspects required to implement them.

### **Education, Experience and Language Skills**

- University degree in nuclear physics, nuclear engineering or related field;
- At least two years of professional experience in the area of research reactors and their applications;
- Experience in international cooperation with proven ability to participate effectively in a multinational and multidisciplinary team with sensitivity and respect for diversity;
- Experience in technical writing in English for producing and reviewing documents in the subject area;
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

# Job Description for Professional Posts

<b>Position and Grade:</b>	Associate Project Officer (P2)
<b>Organizational Unit:</b>	Physics Section; Division of Physical and Chemical Sciences Department of Nuclear Sciences and Applications
<b>Duty Station:</b>	Vienna, Austria
<b>Type/Duration of Appointment:</b>	FT – JPO, 1 year

## Organizational Setting

The Department of Nuclear Sciences and Applications implements the IAEA's Major Programme 2, "Nuclear Techniques for Development and Environmental Protection". This Major Programme comprises individual programmes on food and agriculture, human health, water resources, environment and radiation technologies. These programmes are supported by laboratories in Seibersdorf, Monaco and Vienna. The Major Programme's objective is to enhance the capacity of Member States to meet basic human needs and to assess and manage the marine and terrestrial environments through the use of nuclear and isotopic techniques in sustainable development programmes.

The Division of Physical and Chemical Sciences is responsible for assisting and advising Member States in research and development for the nuclear sciences, especially the physical and chemical sciences. Specifically, the Division provides support to Member States in the following fields: production of radioisotopes and radiolabelled products for applications in health care and industry; radiation source applications; research reactor utilization; applications of accelerators and nuclear instrumentation; nuclear and atomic data for applications; controlled nuclear fusion and isotope hydrology and geochemistry.

The Physics Section is responsible for planning and implementing activities in the areas of (i) effective utilization of research reactors, (ii) fostering relevant research and development and applications using particle accelerators and related instrumentation, and (iii) plasma physics and fusion, in order to enable Member States to avail themselves of the benefits of nuclear sciences and technologies. It operates the Nuclear Science and Instrumentation Laboratory, located at the Agency's Laboratories in Seibersdorf, which assists laboratories in Member States to improve the effective utilization of nuclear spectrometry and related instrumentation by providing technical advice, training, calibration services, assistance with the modification and development of nuclear instruments and with new applications of nuclear spectrometry techniques in various fields, including energy related applications, environmental monitoring, industry, and the study of cultural heritage objects.

## Main Purpose

Under the guidance and supervision of Section Head, the Associate Project Officer contributes to the management, implementation, monitoring and reporting of the assigned technical cooperation projects.

Among other projects, the Associate Project Officer will be involved on those dedicated to strengthening Africa's regional capacity for early detection of emerging zoonotic diseases.

## **Role**

The Associate Project Officer is: i) a project coordinator, preparing, reviewing, and maintaining detailed schedules of project activities, developing and maintaining project tracking tools for resource allocation and status of activities and contributing to the preparation of project reports, consisting of summaries of all activities performed during the course of the programme; ii) an analyst: evaluating, extracting, consolidating data from documentation available in-house and obtained from Member States for the purpose of reporting; and iii) a presenter of performance and results.

## **Partnerships**

The Associate Project Officer consults with and provides support related to project management, including the financial and implementation aspects, to the members of the project team, ensures that project reports include appropriate and accurate detail, and ensures completion of activities according to work plans. She/he also exchanges information with members of the project team and with counterparts in donor organizations and Member States to ensure compliance with regard to the required timely implementation of the programme, adequate quality of reporting reflecting with accuracy all activities performed throughout the project life cycle. The Associate Project Officer will also work in close cooperation and interact with relevant in-house Technical Division (Joint FAO/IAEA Division) and Offices, such as the DDG-TC Office, the Office of Public Information and Communication, the Director General's Office for Coordination).

## **Functions / Key Results Expected**

- Collect, analyse, evaluate and consolidate project information and contribute to development of project monitoring tools and systems, linked to the Agency-wide Information System for Programme Support (AIPS), for planning, forecasting and monitoring the work plans, costs and outcomes of the project components under TCAF's responsibility. Identify potential gaps in funding and make recommendations regarding adjustments to work plans or re-allocation of funds.
- Assist in the implementation of the project activities, under guidance of the Programme Management Officer and the Technical Officers.
- Monitor the implementation of the project activities.
- Liaise with managers, technical officers, counterparts and partners on project implementation issues.
- Analyse problems arising in the course of project implementation and recommend solutions for issues identified.
- Prepare narrative progress reports, status reports on the allocation and use of the resources. Provide templates for the reports required by the managers and the donors.
- Evaluate project results against performance indicators, derive the lessons learnt and contribute to preparation of regular project reports. Make recommendations to managers regarding resolution of any potential issues related to donor requirements in a timely manner.
- When necessary, attend working groups or meetings to represent managers or as resource person.
- Participate in the development of proposals to donors for extra-budgetary funds and advise managers on relevant criteria, guidelines and procedures.
- Liaise with Communication Units (OPIC and DDGO-TC-Communication Specialist) on communication issues to increase visibility of the programme.

**Competencies and Expertise**

<b>Core Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
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 priorities. Takes into account potential changes and proposes contingency plans.

<b>Functional Competencies</b>		
<b>Competence</b>	<b>Occupational Role</b>	<b>Behavioural Indicator</b>
Client orientation	Associate	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.
Commitment to continuous process improvement	Associate	Identifies opportunities for process, system and structural improvement as well as improving current practices, increasing effectiveness and achieving efficiency gains. Actively supports the application of sound quality management standards and process improvement.
Judgement/decision making	Associate	Consults with supervisor/manager and makes decisions in full compliance with the Agency's regulations and rules.

**Education, Experience and Language Skills**

- University degree in medical, veterinary or biology sciences or business administration or a related field.
- Minimum of two years of related experience, including experience in project management, preferably in an international environment
- Excellent oral and written command of English is required. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.