

## Global method to Attract, Develop and Retain Talent at Andra

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### **Abstract:**

Andra is facing Human Resources (HR) issues with the crucial question of long-term projects, societal acceptance with regards to (for example) the size, duration and multidisciplinary challenges of Cigéo project. Andra must permanently plan years ahead to hold on to its attractiveness, identify and develop potentials, retain its employees, while preserving acquired knowledge.

To that end, a “5 circle” (5C) method is developed :

- 1- By remaining attractive on a tight job market facing a lack of engineers and technicians linked to the appetite for professions in the nuclear industry.
- 2- By becoming a competitiveness hub and a center for the emergence and development of talent.
- 3- By institutionalizing a program of forward planning and systematic development of the agency’s human capital, whose aim is to build tailored, high added value career paths.
- 4- By increasing the accountability effect.
- 5- By deploying an ambitious Corporate Social Responsibility (CSR) approach.

The paper will present the HR policy implemented at Andra to deal with the major challenges the Agency is already facing and which will extend over several decades.