

# International Atomic Energy Agency

**Women in Nuclear** 

August 2015

IAEA is an independent intergovernmental, science and technology-based UN organization that serves as the global focal point for nuclear cooperation;



The IAEA works to foster the role of nuclear science and technology in sustainable development.

**The Secretariat** — the international body of staff tasked with running the IAEA — is made up of a team of 2500 multidisciplinary professional and support staff from more than 100 countries.



### **Department of Management** Budget and finance, legal advice and administrative support



### **Department of Technical Cooperation** Technology transfer and sustainable development



### **Department of Nuclear Energy** Nuclear power, fuel cycle and waste management





HR.

### **Department of Nuclear Sciences and Applications** Uses of nuclear technology in health, agriculture, industry and other fields



### **Department of Safeguards** Verification of peaceful uses of nuclear energy



# Staff Composition





- 164 Member States
  - Over 2500 Staff Members from 107 Member States
    - 1432 Professional Staff
      - 427 Females
      - 1005 Males
    - 1134 General Services Staff
      - 714 Females
      - 420 Males

### Women at the IAEA

- 30

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Wom i forrespond to 29% of all Professional Staff on regular posts.

 Efforts to increase numbers, especially in senior positions and in scientific and technical areas.

## Women at the IAEA







#### SCIENTIFIC AN ENGINEERING FIELD OF WORK



\* All figures refer to regular posts only.

### **Recruitment Challenges**

 Attract more and stronger candidates for highly technical, scientific and key managerial positions

 Diversify Member State representation in number of applications and potential hires

 Increase number of female staff in all levels and areas

# **Recruitment Challenges**

Finding professionals in diminishing pool

- Niche areas
- Retirement

### Branding and Visibility

Brain Drain Concerns

Rotational policy

# Sourcing Strategy



### **Relationship-Based & Technology-Driven**

# Geographical Approach

Women at the IAEA



## **Communication with Member States**

- Provide us guidance on "clearance framework" to help us direct communication to targeted qualified individuals
- Facilitate communication and help us identify and develop relationships with key professional organizations
- Establish Points of Contact to help us disseminate vacancies



Increase outreach capacity via partnerships with nuclear/nuclearized/-friendly professional organizations

# **Online Visibility**

IAEA Our Human Health Talent Pipeline is now open for professionals and experts looking for short-term/temporary assignments in radiation medicine (nuclear medicine, diagnostic imaging, medical radiation physics, and radiation oncology), nutrition, and ... more



### Talent Pipeline for Human Health Professionals and Experts

encouraged.http · This is a roster for short-term/temporary assignments for professionals in Radiation Medicine (Radiation Oncology, Nuclear Medicine, Diagnostic Imaging, Medical Radiation Physics) and Nutrition.



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#informationmanagement or related field? The #IAEA is looking for an IT Systems #Engineer to join our team in #Vienna. For more information, please visit: http://ow.ly/Bdm4Q Photo Credit: Camille Hofileña / IAEA #photooftheday #instadaily #nofilter

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International Atomic Energy Agency Shared publicly - May 17, 2015

We are seeking a Compensation and Benefits Officer. Qualified candidates should have a minimum of 5 years of experience in **#HR** management, including compensation administration.

Read more



IAEA The IAEA is seeking a senior level professional to lead a team on 3E (energy-economicenvironmental) analyses and financial resources in the IAEA Planning and Economic Studies Section. Qualified candidates should have a minimum of 10 years of... more



#### Unit Head (3E Analysis)(P5)

ow.ly • The United Head ssists in the formulation, evaluation, management and implementation of IAEA's activities and tasks for supporting Member States by preparing 3E assessments (energyeconomic-environment) to support development and evaluation of....

# Reaching Out to a Global Audience

### **Introducing the IAEA**



- English v
- Spanish v
- Portuguese √
- French
- Chinese
- Arabic
- Russian





Preparing for an Interview with the IAEA



New Recruitment System and Selection Process



**Benefits and Compensation** 



1,198 participants registered over the course of 12 months - 46

# IAEA

Making a Difference with Nuclear Technology

www.iaea.org