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 Technical Cooperation
Technology transfer and sustainable development
Department of Nuclear Energy
Nuclear power, fuel cycle and waste management
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

• Women correspond 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

Women at the IAEA

Secretariat Staff

Composition of Staff by Gender:

- **Men**: 46.20%
- **Women**: 63.80%

Staff in the Professional and Higher Categories by Gender:

- **Men**: 53.8%
- **Women**: 46.2%

Senior Staff (at the level of Director and above) by Gender:

- **Men**: 71.5%
- **Women**: 28.5%

* 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
Geographical Approach

Women at the IAEA

Phase 1: Latin America

Phase 2: Asia

Phase 3: Africa

Phase 4: Middle East
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
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.

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.

Job opening for a Compensation and Benefits Officer (P3)

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

Unit Head (3E Analysis)(P5)

ow.ly · The United Head assists in the formulation, evaluation, management and implementation of IAEA’s activities and tasks for supporting Member States by preparing 3E assessments (energy-economic-environment) to support development and evaluation of...
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Preparing for an Interview with the IAEA

Benefits and Compensation

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