



human  
resources

# WOMEN AT THE IAEA

## WOMEN AT THE IAEA



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## INTRODUCTION

### FROM THE DIRECTOR GENERAL



Women have been at the forefront of nuclear science since the very beginning. Marie Curie shared the 1903 Nobel Prize in Physics for the discovery of radioactivity and won an unprecedented second Nobel Prize – for chemistry – in 1911 for her discovery of polonium and radium.

Women have remained under-represented in the nuclear sciences as a whole since then, but we at the International Atomic Energy Agency have been working hard to increase their representation in our own ranks. Women now account for around 24% of IAEA Professional staff. This is much too low. As Director General, I am keen to see more women in senior positions.

Women from every continent are serving with distinction in the Agency as scientists, engineers, nuclear inspectors and managers, working to prevent the spread of nuclear weapons and to

bring the benefits of peaceful nuclear technology to developing countries.

They are helping to combat food pests and develop new, robust strains of rice and grains, to improve the management of water resources, to fight cancer and to protect the environment. You can read some of their stories in the coming pages.

The IAEA, which won its own Nobel Prize – for peace, in 2005 – is a great place to work. I hope this brochure will encourage more well qualified women to join us.

Yukiya Amano  
*Director General*

## ABOUT THE IAEA

The IAEA is the global centre for cooperation in the nuclear field. It was set up as the world's "Atoms for Peace" organization in 1957 within the United Nations family. The IAEA works with its 151 Member States (*see Annex 1*) and multiple partners worldwide to promote the safe, secure and peaceful uses of nuclear technologies.

The IAEA Secretariat is headquartered at the Vienna International Centre in Vienna, Austria. Operational liaison and regional offices are located in Geneva (*Switzerland*), New York (*United States of America*), Toronto (*Canada*) and Tokyo (*Japan*). The IAEA runs or supports research centres and scientific laboratories in Vienna and Seibersdorf (*Austria*), Monaco and Trieste (*Italy*).

The IAEA Secretariat comprises a team of over 2400 multidisciplinary Professional and support staff from more

than 100 countries. The IAEA is led by Director General Yukiya Amano and six Deputy Directors General who head the major Departments (*see Annex 2*).

IAEA programmes and budgets are set through decisions of its policymaking bodies — the 35 member Board of Governors and the General Conference of all Member States. Reports on IAEA activities are submitted annually to the United Nations General Assembly and to the United Nations Security Council periodically, or as cases warrant.

Three main areas of work underpin the IAEA's mission: science and technology, safety and security, and safeguards and verification.

In 2005, the IAEA and its Director General were awarded the Nobel Peace Prize for their efforts to create a safer and more peaceful world.



## PROGRAMMES OF THE IAEA

The IAEA has defined six major programmes in its Programme and Budget, which guide its overall work.

### **Nuclear Power, Fuel Cycle and Nuclear Science**

This programme provides core scientific and technical support to interested Member States in the fields of nuclear power, nuclear fuel cycle and materials technologies, capacity building and nuclear knowledge maintenance for sustainable energy development, and nuclear science.

### **Nuclear Techniques for Development and Environmental Protection**

This programme provides core scientific and technical support to Member States for non-power-generation applications. Its priorities are designed to strengthen the utilization of nuclear and isotopic techniques in furtherance

of the Millennium Development Goals and the priority areas set by the World Summit on Sustainable Development. It covers areas such as food and agriculture, human health, water resources, assessment and management of marine and terrestrial environments, and industrial applications.

### **Nuclear Safety and Security**

In this area, the IAEA aims to enhance the capabilities of Member States to achieve and maintain a high level of safety and security worldwide. This programme deals with all aspects of the protection of people and the environment from the effects of ionizing radiation and any nuclear terrorist threat, the minimization of the likelihood of accidents, and the effective mitigation of the effect of any such events should they occur.

## **Nuclear Verification**

This area relates to the IAEA's statutory mandate to establish and administer safeguards. In addition, the IAEA supports the efforts of the international community in connection with nuclear arms control and reduction.

## **Policy, Management and Administration Services**

This area seeks to achieve the goals and objectives of IAEA Member States through effective coordination to ensure a one-house approach, particularly with respect to: overall policies; interactions with Member States; the development and implementation of programmes; the evaluation and assessment of performance; and the management and interchange of information within the Secretariat, between the Secretariat and Member States, and for the benefit of the media and the general public. A wide range of administrative and

legal services is provided to support activities in all IAEA programmes.

## **Management of Technical Cooperation for Development**

This programme encompasses programme planning, development, implementation and assessment of national, regional and interregional projects funded from the Technical Cooperation Fund and extrabudgetary contributions. The Secretariat works closely with Member States to formulate the technical cooperation programme based on the identified needs, interests and priorities of Member States.





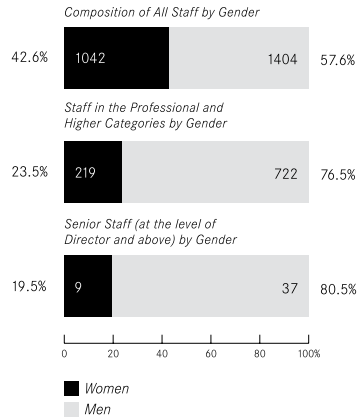
# WOMEN STAFF IN THE IAEA SECRETARIAT

*Gender parity in all staffing categories is a United Nations system-wide goal to which the IAEA is fully committed. The IAEA recognizes and is addressing the gender disparity at the Professional level.*

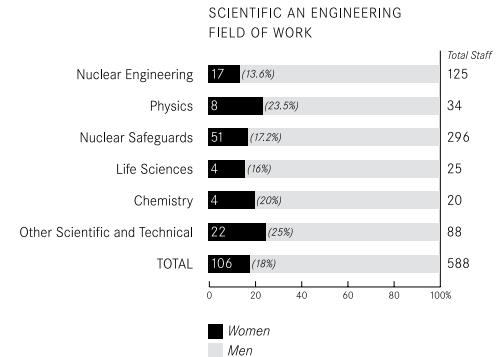
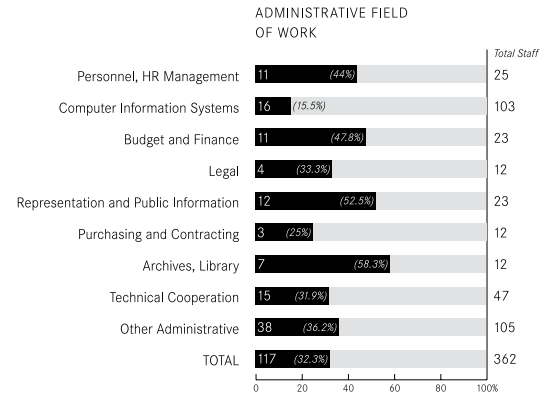
*On 1 June 2011, women represented 42.6% of the overall staff of the Secretariat.*

*In the Professional and higher categories, women represented 23.5% of the regular staff.*

*Women comprise 19.5% of senior positions at the Director level and above.*



*Among Professional staff, the representation of women varies when broken down by occupational groupings within the two major fields of work.*



## IAEA FOCAL POINTS FOR GENDER CONCERNS

**Catherine Monzel** (*United States*)  
*was appointed Focal Point for Gender Concerns by the Director General in December 2008, having served as Alternate for the previous three years.*

Catherine holds a Bachelor of Science degree from the Georgetown University School of Foreign Service and a Master's degree in Foreign Relations from George Washington University. For several years prior to joining the IAEA, Catherine held a number of key administrative and staff positions in the US Department

of Energy. Prior to her current position, she headed the IAEA's Office of Management Services.

As head of the Recruitment and Staff Development Section in the IAEA's Division of Human Resources, Catherine leads a team in charge of a human resources management system, ranging from recruitment to outreach activities, aimed at attracting candidates of the highest standards with an emphasis on professional women. Her staff development group provides a variety of in-house training programmes, professional development and skill enhancement opportunities.



**Françoise Mulhauser** (Switzerland) was appointed Alternate Focal Point for Gender Concerns by the Director General in December 2008, after having served as the Departmental Focal Point for Gender Concerns for the Department of Nuclear Sciences and Applications.



Françoise is a nuclear physicist with a PhD in Experimental Physics from the University of Fribourg. Prior to joining the IAEA, she coordinated and managed a number of research projects in experimental physics in Europe, the United States and Canada and was teaching atomic, nuclear and particle physics at various universities.

In her current role, Françoise is responsible for managing the planning and implementation of the subprogramme on Utilization of Accelerators and Instrumentation, with special emphasis on the effective utilization of particle accelerators, in the Department of Nuclear Sciences and Applications.

### *Duties and Responsibilities*

The institution of the Focal Point for Gender Concerns was first established in 1996. The Focal Point is responsible for promoting a supportive work environment and fostering the necessary changes in attitudes that lead to a climate conducive to the equal participation of men and women in the IAEA, monitoring the progress made in the representation of women in Secretariat's staff, and implementing the Gender Mainstreaming Policy within the IAEA. The Focal Point for Gender Concerns is also responsible for addressing specific gender-related concerns raised by men and women, and for recommending policy changes where appropriate.

## PROFILES OF IAEA WOMEN STAFF

*“There are no barriers. If you are doing excellent work, you can go anywhere!”*



**Peri Johnson** (*United States of America*) is the Director of the Office of Legal Affairs in the Office of the Director General.

For Peri, an undergraduate degree in French Literature from Cornell University represents more than just an interest in languages and linguistics. Her father, a lawyer, always encouraged Peri to “study what you love.” With a focus on international relations and government, Peri followed her father’s footsteps and obtained her Juris Doctor from Harvard Law School.

Peri has spent the majority of her career at the United Nations. Her first assignment was in West Africa as a Junior Professional Officer for the United Nations High Commissioner for Refugees, working with political refugees. She then moved to the United Nations Office of Legal Affairs and, eventually, the United Nations Deve-

lopment Programme Legal Support Office. Peri joined the IAEA in January 2011 after deciding that she wanted new challenges for professional growth and to contribute more directly towards global peace and security.

For Peri, it is an honour to be providing legal counsel to the Director General and senior management on issues at the heart of international peace and security.

Despite her busy schedule, Peri makes time for yoga, meditation and reading about Eastern philosophy. She has taken advantage of Vienna’s many cultural offerings and enjoys the beauty of the city. As the mother of a teenage son, Peri is proof that mothers can find success at home and at work. She believes mentoring is important and encourages others to be open to new prospects that can lead to exciting career options.

*“The taste of success is better when you have challenges to face.”*



**Rola Ghneim Khreis** (Lebanon) is the Head of the Service Design Unit in the Division of Information Technology for the Department of Management.

Coming from a family that supported higher education, Rola was originally enrolled in a university programme to study physics and mathematics. However, when she heard about a new degree programme called ‘Computer Science,’ she was intrigued. At the time few people, especially in Lebanon, studied computer science. Rola anticipated that there would eventually be many future opportunities in this field and, therefore, obtained her Bachelors of Science in Computers and Mathematics.

Rola and her family moved to Vienna in the 1990s. A former colleague encouraged her to apply to the IAEA and Rola began as an information services assistant and later as the Head of the IT Service Desk. One of the most enjoyable aspects of Rola’s job is being able to

address technical issues while still working directly with her counterparts. She is able to learn about people’s needs, and can therefore create a better product, which is beneficial to the IAEA.

As the mother of two grown children, Rola believes that one of the toughest jobs is being a working mother. She often struggled to ensure that she maintained a healthy work/life balance but now says, *“I feel proud of my achievements and of my kids. I’m happy, and I see the results now!”*

Aside from enjoying the multicultural atmosphere of both the IAEA and Vienna, Rola appreciates her free time to read, meet with friends and travel with her family. She is pleased that she can contribute to the scientific programmes of the IAEA through technology, despite not being a scientist herself.

**Alicia Reynaud** (Mexico)

*is the Head of the Section for Programme and Resources in the Office of the Deputy Director General of Safeguards.*

With a Masters degree in Management Learning and Leadership, Alicia has successfully worked across many different areas of the IAEA. Her IAEA career began in the Department of Technical Cooperation, working on projects that allowed her to gain a broad understanding of the needs of Member States from all over the world. She greatly valued interacting with her counterparts in the Member States and, in particular, witnessing the impact of technical cooperation on the lives of so many people worldwide.

Prior to her current role, Alicia was the Head of the Recruitment Unit in the Division of Human Resources, where she worked with managers to identify and recruit staff of the highest compe-

tence while supporting geographical diversity and gender equality.

Today, Alicia supports the IAEA's verification mission by leading the Section responsible for the design, planning and monitoring of the programme and budget of the Department of Safeguards. She also provides guidance on the Department's overall management of human and financial resources, involving more than 700 staff and an annual budget of €140 million.

Alicia has grown personally and professionally while at the IAEA, which has also led towards shaping the views of her three children, all of whom share Alicia's values of working towards peace in a multicultural world. She appreciates the harmonious political, cultural and social environment of Vienna and enjoys outdoor sports and jogging around the city.

*"I have met women who are involved in every science, technology and engineering field imaginable and have had a glimpse of the amazing work they are doing."*



*“On all inspection trips,  
men and women are equal.  
No exceptions.”*



**Stephanie Ramushu** (*South Africa*)  
*is a Nuclear Safeguards Inspector for  
the Department of Safeguards.*

Growing up during apartheid in South Africa, Stephanie had few career options at the start of her education. Unsure of what to study, she visited the local Technical University which had just become open to all races. There she discovered a multitude of career options, and finally settled on analytical chemistry. Stephanie worked for almost ten years as a chemist in different industries before reading an advertisement to become a Safeguards Inspector in South Africa. She knew she wanted a new challenge and, after 18 months on the job, she knew that this was what she wanted to do.

As a National Safeguards Inspector in her home country, Stephanie was always acquainted with the work of the IAEA. In 2006, she joined the IAEA as a Nuclear Safeguards Inspector. In

this role, Stephanie is responsible for verifying nuclear materials and activities to assure Member State compliance with the Non-Proliferation Treaty obligations. Her occupation provides her with a global outlook on safeguards activities around the world, which she often observes first hand.

Stephanie’s job also requires a lot of travelling, often for weeks at a time throughout the year, which means dealing with frequent jet lag and working regularly with colleagues from different cultures. She enjoys her job and despite the challenges that Nuclear Safeguards Inspectors can face, she has taken them all in her stride.

Stephanie feels at home in Vienna and enjoys reading, gardening, shopping in Vienna’s various marketplaces and cycling with friends. She strongly encourages other interested women to join the field of nuclear safeguards and the IAEA.



**Taghrid Atieh** (Syrian Arab Republic) is the Group Leader of the Liaison and Capacity Building Group for the International Nuclear Information System (INIS) and Nuclear Knowledge Management Section in the Department of Nuclear Energy.

Taghrid's Bachelors of Science degree in Agriculture provided her with an understanding of various sciences, such as chemistry, soil and water management, plant breeding and pathology as well as business oriented courses. This knowledge formed a strong foundation for her career in scientific information management.

Prior to joining the IAEA, Taghrid headed the nuclear information and documentation centre at the Syrian Atomic Energy Commission and served as the Syrian Arab Republic's National Liaison Officer to INIS. She became the IAEA's first Syrian Professional staff member in 1993.

Taghrid enjoys her work and believes that INIS is an excellent mechanism for the collection, exchange and preservation of nuclear information and knowledge in Member States. She also assists Member States in building and enhancing their national INIS centres and provisions for services and training.

According to Taghrid, working with colleagues of different backgrounds makes her job very gratifying. She enjoys the high quality of life that Vienna has to offer and finds it an ideal city to combine her love of sports and nature.

Taghrid credits her husband for making it possible to balance a successful career with a fulfilling family life with her two children and believes that any sacrifices have been worthwhile in order to be part of such a vital IAEA programme.

*“The knowledge I gained as young professional and the experience, skills and knowledge I've acquired over the years allow me to make a meaningful contribution to the IAEA.”*





*“It’s not about selling a product for money; it’s about doing something to do good.”*



**Bruna Lecossois** (Brazil) is an Information Officer and the Communications Advisor for the Department of Nuclear Energy.

Fluent in four languages, Bruna was attracted to the multifaceted world of communications. She obtained her Bachelor’s degree in Business and her Master’s in Corporate Communications in Grenoble, France, before earning her MBA in Marketing and International Business. Her professional career began at the World Bank in Washington, D.C.

Bruna learned about many United Nations organizations, including the IAEA, during her seven years at the World Bank. Although she never imagined the IAEA as her future employer, she applied and was hired as an Information Officer. Bruna first began by promoting the work of the International Nuclear Information System (INIS).

She is now responsible for communications and outreach for the Department of Nuclear Energy. Bruna develops and implements the Department’s communications strategy and regularly liaises with IAEA Member States, the Division of Public Information and other internal stakeholders like the Director General’s Office for Policy.

Energy availability has a direct impact on health, education and employment. For Bruna, it’s rewarding to know that she contributes to the important role of the IAEA, and the Department of Nuclear Energy in particular, in supporting the Millennium Development Goals.

Despite being multilingual, Bruna finds it unique to live in a country where she does not fluently speak the language. In her free time, she enjoys outdoor activities, artistic endeavours, basketball and travelling, as well as the multiculturalism that Vienna and the IAEA have to offer.

**Katherine Asfaw** (Ireland) is a Standards Specialist in the Safety and Security Coordination Section in the Department of Nuclear Safety and Security.

As a young woman who excelled in maths, Katherine chose to combine her love of maths with physics. At the time, she was inspired by reading ‘popular science’ and felt optimistic that she could turn something she was passionate about into a career.

After obtaining a Bachelor’s degree in Physics, a Master of Science degree in Mathematics and a PhD in Physics, Katherine decided to volunteer in rural Ethiopia as a teacher-trainer at a new university to train high school physics teachers. She also started a Saturday maths class to provide extra tutoring, particularly to young female students. Nearly two years later, Katherine applied to the IAEA.

Always with the desire to work in an international organization, Katherine thought that the IAEA would be an interesting and rewarding place to work. She is now responsible for the technical editing of safety standards and manages and reviews safety standards for Member State approval.

Katherine appreciates that Vienna is a family friendly city. She enjoys outdoor activities during the summer and taking family holidays. Policies such as maternity leave have provided Katherine the flexibility to be a working mother.

Although the daily functions of Katherine’s job may not always affect all of humanity, *“it contributes to the sum of knowledge and it’s good to make words mean something important.”* She appreciates the space and peace that she has to focus on her work and believes that safety standards hold an important place in the role of the IAEA.

*“I always liked the idea that you could grow up to do something that you love!”*



*“I believe in the projects I’m doing because they have the potential to have a huge impact on saving lives.”*



**Susan Morgan** (*Australia*)  
*is a Programme Coordinator for the Programme of Action for Cancer Therapy (PACT) in the Department of Nuclear Sciences and Applications.*

When Susan was 8 years old, a close relative died from breast cancer. Since then, Susan knew she wanted to aid in the fight against cancer. She pursued a Diploma in Applied Science in Radiation Therapy and, later, a Master’s degree in Public Health.

Susan’s career prior to the IAEA has taken her around the world, from clinical work in Australia and Canada and radiation therapy education in Trinidad and Tobago, to a human resource consultancy in Indonesia and advising on the design of the National Cancer Institute in Malaysia.

Currently, Susan is responsible for the coordination of the Virtual University for Cancer Control pilot project, which

aims to contribute to efforts by Member States to address a drastic shortage of cancer control workforces, by using e-learning and traditional teaching approaches.

After working as a radiation therapist for 16 years, Susan has enjoyed the transition from working with individual patients, to working on population level cancer control strategies.

Susan enjoys working with colleagues from around the world. She has found Vienna to be an excellent base for travel and enjoys going to the gym and swimming.

While the IAEA is better known for its work in safeguarding nuclear materials, Susan feels it’s important to put the peaceful uses of nuclear technologies in the forefront of people’s minds, especially the early detection and treatment of cancer.

**Yvonne Lokko** (Ghana) is a Plant Breeder/Geneticist for the Joint FAO/IAEA Division of Nuclear Techniques in Food and Agriculture in the Department of Nuclear Sciences and Applications.

At the early age of 14, Yvonne was inspired by a book to study pharmacy, and she wanted to be a teacher. However, at university Yvonne found other options and she enrolled in the economic botany programme.

Yvonne first learned about the IAEA while working with the Ghana Atomic Energy Commission. After obtaining a Master of Science degree in Plant Biotechnology, Yvonne became a Research Fellow at the IAEA Seibersdorf Laboratories where she learned about different nuclear techniques in plant breeding and genetics. Following her PhD in Crop Sciences, Yvonne worked as a plant biotechnologist at the International Institute for Tropical Agriculture in Nigeria before joining

the IAEA in 2006.

Yvonne finds it gratifying to see the direct results of her work in Member States. Some success stories include projects for improving the quality of cassava, building resistance to a cacao virus disease, and improving indigenous crops such as amaranth, quinoa and cowpeas for increasing the productivity of poor farmers in southern Africa.

Yvonne enjoys mentoring women and young girls, and she was an active mentor during her time in Ghana. Yvonne also supports the initiatives of the IAEA to recruit more women and women scientists for participation in IAEA related projects.

Overall, Yvonne is content in both her job and her surroundings. She believes that Vienna is a good city to live in, and travel from, and she enjoys cultural activities.

*“I feel a sense of pride knowing that my role in the IAEA helps to make such a valuable contribution.”*



*“If you do something, do it 100% or don’t do it at all!”*



**Katherina (Katja) Deufrains**

*(Germany) is a Programme Management Officer for the Division for Europe in the Department of Technical Cooperation.*

Katja grew up in what was the German Democratic Republic, with a mixed family background of German and Ukrainian. After the fall of the Berlin Wall, Katja left Germany at age 19 and went to the USA for a year on an Au Pair programme to learn English. After another two years working and travelling in Central and South America, she began her studies at the University of Wales before transferring on a scholarship to the USA.

Katja holds a BA in Foreign Language and an MA in Organizational Communication. Her professional career started at Pacific Northwest National Laboratory for the US Department of Energy’s International Nuclear Safety

Program. Soon after, she was promoted to International Program Coordinator in Kiev, Ukraine. She then worked in project management and business development in Switzerland before moving to the IAEA in 2005 to work for the Incident and Emergency Centre. Katja moved to her current position in 2008.

As Programme Management Officer, Katja is responsible for projects in Croatia, the Russian Federation and Serbia as well as multiple regional projects. The aim of her work is to help Member States improve their capacities. She finds it tremendously rewarding to see the direct impact of her work.

Katja has lived in many countries and feels that Vienna strikes a beautiful balance between convenience, and cultural and historical offerings. In her free time she meets with friends, exercises, cooks and travels.

## MEASURES AIMED AT INCREASING THE REPRESENTATION OF WOMEN

### *Resolutions and Reporting Measures*

The IAEA continues to build on measures already in place to increase the share of women Professional staff in the Secretariat. The General Conference has passed resolutions related to this issue on a regular basis, reiterating the IAEA's ultimate goal of achieving equal gender representation in staffing. The Director General reports biennially on progress made in this area.

Another reporting mechanism used to measure progress in the representation of women calls on Deputy Directors General, who head each of the IAEA's six Departments, to report to the Director General each year in June on

specific steps they have taken to increase the participation of women in their programmes.

The IAEA has also taken steps to increase the representation of women participants at conferences, seminars and workshops, and to promote the involvement of women scientists in coordinated research and technical cooperation projects.

### *Recruitment Measures*

The Secretariat pays special attention to well qualified female candidates in the recruitment process to ensure that in cases of comparable qualifications and suitability, women are given preference over men. Indeed, in a very high percentage of cases in which there is at least one woman among candidates deemed well qualified, a woman is offered the position.

The Secretariat, at the invitation of Member States, carries out recruitment missions, which provide the opportu-

nity, once more, to emphasize the need for well qualified female candidates.

The Secretariat cooperates with other United Nations agencies and in particular, the United Nations Entity for Gender Equality and the Empowerment of Women (*UN Women*) in order to highlight the IAEA's efforts and to keep up to date of trends in this area.

### *Working with Member States*

The Secretariat fosters a continuous dialogue with Member State representatives in order to encourage applications by well qualified female candidates for IAEA vacancies.

In order to work even more closely together, the Secretariat requested that all Member States designate a Point of Contact for the Recruitment of Women to actively support its efforts. Points of Contact assist the Secretariat by identifying institutions in the Member State from which suitably qualified female

candidates could be attracted. They also aid the IAEA in spreading the word about employment, in exploring the possibilities of establishing a Junior Professional Officer programme and in expanding fellowships in their country.

### Departmental Focal Points for Gender Concerns

At the end of 2006, the function of Departmental Focal Points for Gender Concerns, based on a United Nations initiative model, was created to further institutionalize gender related activities in the Secretariat. Departmental Focal Points assist the Deputy Directors General in their efforts to achieve gender equality within their Departments and support the IAEA Focal Point for Gender Concerns in gender related activities. Each Deputy Director General selects one Departmental Focal Point and one Alternate.

### Gender Equality and Mainstreaming

A gender equality policy was approved in 2007 by the Director General and is being implemented to mainstream gender considerations into the IAEA's programmes and to promote gender equality in the IAEA and the Member States.

For more information on the IAEA's gender initiatives and official documents and reports, please visit:

[www.iaea.org/Resources/Women/](http://www.iaea.org/Resources/Women/)

## WORK / LIFE BALANCE

Social norms often cause professional women to experience greater difficulties than men in relocating their families. In order to make it a more attractive employer to families, the IAEA has sought to provide a supportive environment that enables staff to combine work and family responsibilities.

### Arrangements now in place include:

- Flexible working hours,
- Part-time work arrangements,
- Work from home option,
- Maternity and paternity leave,
- Nursing breaks for new mothers,
- Family emergency leave,
- A Child Care Centre, located in the Vienna International Centre,



- whose opening hours correspond to the IAEA's regular working hours,*
- A policy for the prevention of harassment and other forms of unfair or discriminatory treatment of staff.*

## EMPLOYMENT OPPORTUNITIES AT THE IAEA

### *How to Apply for Vacancies at the IAEA*

Approximately nine months before a position in the Professional or higher categories becomes vacant in the Secretariat, a vacancy notice is posted on the IAEA's official web site. To apply for a vacancy, applicants must submit an IAEA Personal History Form by the deadline listed in the notice. To learn more, please visit: [www.iaea.org/About/Jobs/](http://www.iaea.org/About/Jobs/)

### *Junior Professional Officer (JPO) Programme*

Aside from hiring highly qualified and experienced candidates, the IAEA, through direct funding by its Member States, also offers job opportunities for young professionals under a *Junior Professional Officer (JPO)* programme. The purpose of the programme is not only to give young professionals an opportunity to gain work experience in an international environment, but also to provide the IAEA with additional expertise.





These young professionals must hold an advanced university degree and preferably have at least two years of professional work experience. The JPO works as part of a team and under the guidance of a senior officer in either a scientific/technical or administrative field.

Currently, only a limited number of Member States who have signed a JPO agreement with the IAEA are able to offer their young nationals the possibility of joining the Agency as a JPO. To learn more, please visit: [www.iaea.org/About/Jobs/jpo.html](http://www.iaea.org/About/Jobs/jpo.html)

### Technical Cooperation Fellowships for Women

The IAEA Fellowship Programme supports young women pursuing an advanced degree, or having recently graduated, in gaining practical international work experience in nuclear technology and applications or in technical cooperation. The programme provides fellowships of six months duration

at the Agency assisting in the normal activities of an appropriate technical division. To participate in the programme, Technical Cooperation National Liaison Officers are asked to nominate candidates in the respective field. To learn more, please visit: [www-tc.iaea.org/tcweb/participation/](http://www-tc.iaea.org/tcweb/participation/)

### Internship Programme

The Internship Programme provides young professionals with an opportunity to gain practical experience in an international environment and exposes them to the work of the IAEA and the United Nations. The IAEA accepts a limited number of interns each year. Applicants must be at least 18 years of age and have completed a minimum of two years of full-time studies at a university or equivalent institution towards the completion of their first degree. Individuals may apply up to two years after the completion of their Bachelor's, Master's, or Doctoral degree. Internships normally last not less than one month

and not more than one year. To learn more, please visit: [www.iaea.org/About/Jobs/internships.html](http://www.iaea.org/About/Jobs/internships.html)

### JOBS AT THE IAEA

Director General's Office for Policy  
– Auditor  
– Lawyer  
– International Affairs Specialist

Department of Management  
– Programme Manager  
– Financial Officer  
– Procurement Officer  
– Translator/Editor  
– Human Resources Specialist  
– Public Information Officer  
– Conference and Document Production Specialist



*Photo courtesy of Raki Nikihetiya*

- *IT Systems Engineer*
- *General Services Staff*

#### Department of Nuclear Energy

- *Nuclear Engineer*
- *Chemical Engineer*
- *Waste Management Specialist*
- *Nuclear Power Planner*
- *Economics and Planning Specialist*
- *Knowledge Management Specialist*

#### Department of Nuclear Safety and Security

- *Nuclear Safety Specialist*
- *Nuclear Security Officer*
- *Trafficking Prevention Expert*
- *Emergency Preparedness Officer*
- *Operational Safety Officer*
- *Radiation Protection Officer*
- *Radiation Safety Specialist*
- *Transport Safety Specialist*

#### Department of Nuclear Sciences and Applications

- *Entomologist*
- *Plant Breeder*
- *Nutritionist*
- *Medical Radiation Physicist*
- *Nuclear Physicist*
- *Soil Scientist*
- *Research Scientist*

#### Department of Safeguards

- *Nuclear Safeguards Inspector*
- *Nuclear Trade Analyst*
- *Safeguards Evaluator*
- *Safeguards Analyst*
- *Instrumentation Systems Expert*
- *Surveillance and Monitoring Specialist*

#### Department of Technical Cooperation

- *Programme Management Officer*
- *Programme Management Coordinator*
- *Software Engineer*

## THE IAEA: WORKING FOR WOMEN WORLDWIDE



*VUCCnet will enable students to access learning locally*

### *Confronting barriers to recruitment, training of cancer professionals*

When 26-year old Miriam Owusu Sekyere was considering oncology nursing, people in her home country, Ghana, tried to dissuade her. *“There are many misconceptions about working in an oncology unit,”* she says. *“Some people believe that proximity to*

*radiotherapy may result in cancer later on in life or that a young woman could become infertile. I was discouraged, and frightened.”* But Miriam's family and colleagues were supportive and she went on to complete her oncology nursing training. Today, working in the cancer unit of the Komfo Anokye teaching hospital in Kumasi, Ghana's second largest city, Miriam is dedicated to her job and says she has never regretted her decision.

Sub-Saharan Africa is on course to witness nearly 600 000 new cases of cancer in the coming year and an estimated shortage of 3000 cancer care professionals, thus facing huge challenges in providing cancer care for those in need.

To aid in improving Africa's cancer control capabilities, in 2010 the IAEA's Programme of Action for Cancer Therapy (*PACT*) Programme Office, the World Health Organization, international partners in cancer control

and experts in radiation medicine within the IAEA, launched a Virtual University for Cancer Control (*VUCCnet*) as a pilot project in four IAEA Member States: Ghana, Uganda, the United Republic of Tanzania and Zambia.

In May 2011, nearly 50 doctors and nurses, almost half of whom were women, successfully completed their first VUCCnet pilot training course on cervical cancer prevention and screening. The pilot courses will continue through 2015.

As Miriam's story illustrates, fear and misunderstandings can hinder the recruitment and training of cancer care professionals. That is why the IAEA, through PACT, is aiming to tackle the human resources shortfall where it can have the most impact — on the ground.

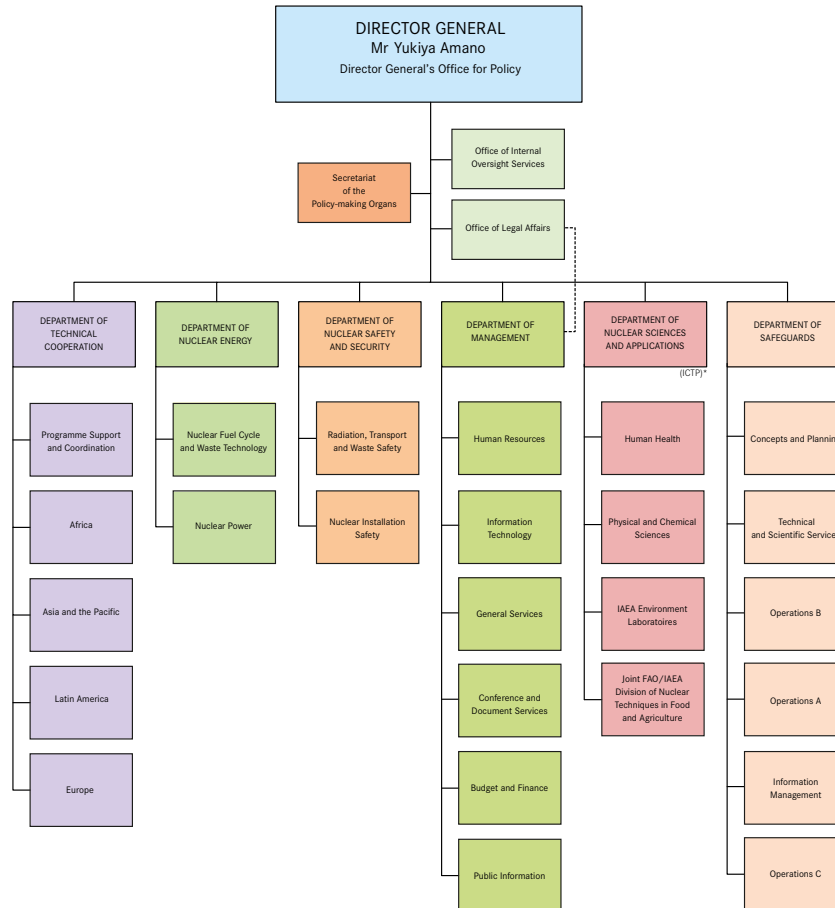
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*(as of August 2011)*

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# ORGANIZATIONAL CHART

(as of August 2011)



\* The Abdus Salam International Centre for Theoretical Physics (*Abdus Salam ICTP*), legally referred to as the “*International Centre for Theoretical Physics*”, is operated as a joint programme by UNESCO and the Agency. Administration is carried out by UNESCO on behalf of both organizations.



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**International Atomic Energy Agency**

Wagramer Strasse 5, P.O. Box 100

A-1400 Vienna, Austria

Tel.: (+43-1) 2600-0, Fax: (+43-1) 2600-7

Official.Mail@iaea.org

women@iaea.org

