

WOMEN AT THE IAEA

CONTENTS

- 04 INTRODUCTION FROM THE DIRECTOR GENERAL
- 05 ABOUT THE IAEA
- 06 PROGRAMMES OF THE IAEA
- 08 WOMEN STAFF IN THE IAEA SECRETARIAT
- 09 PROFILES OF IAEA WOMEN STAFF
- 22 MEASURES AIMED AT INCREASING THE REPRESENTATION OF WOMEN
- 24 EMPLOYMENT OPPORTUNITIES AT THE IAEA
- 26 JOBS AT THE IAEA

- 28 ANNEX 1: IAEA ORGANIZATIONAL CHART
- 29 ANNEX 2: MEMBER STATES OF THE IAEA

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 29% 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 is a great place to work. Our mandate has been summarized as Atoms for Peace. Today, I feel that our mandate could be better understood as Atoms for Peace and Development.

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 164 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 2500 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 are 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.



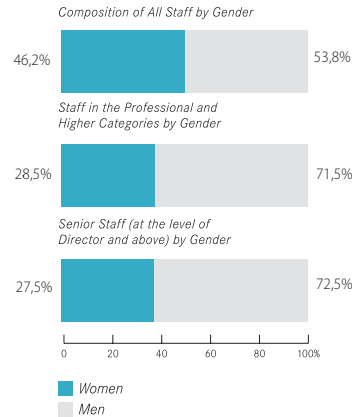
WOMEN STAFF IN THE IAEA SECRETARIAT

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.

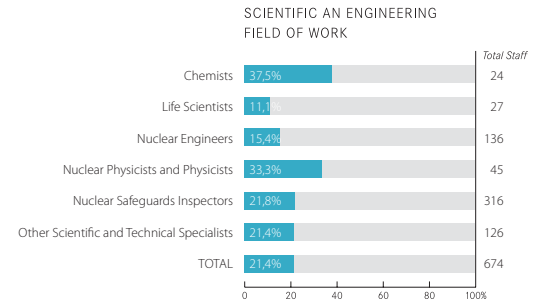
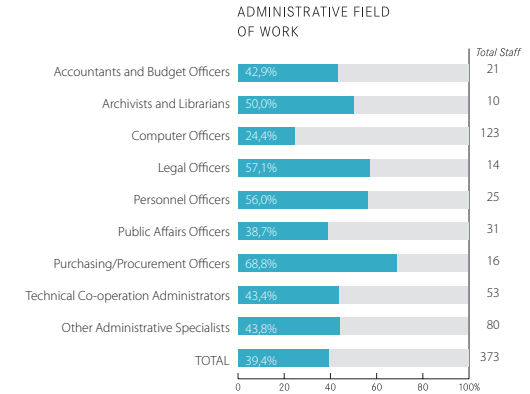
On 1 June 2015, women represented 46.2% of the overall staff of the Secretariat.

In the Professional and higher categories, women represented 28.5% of the regular staff.

Women comprise 27.5% 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.



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 Legal Advisor and Director of the Office of Legal Affairs.

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 in 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. She then moved to the United Nations Office of Legal Affairs and later the United Nations Development Programme Legal Support Office. Peri joined the IAEA in January 2011 after deciding she wanted new professional

challenges 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.

Peri has a 20-year old son at university. Despite her busy schedule, Peri makes time for yoga, meditation and reading about Eastern philosophy. She continues to enjoy the cultural offerings and beauty of Vienna. She is proud that, under her leadership, the Office of Legal Affairs has gender balance at professional levels and a strong record of supporting young men and women interns, many of whom go on to positions in their governments, academia or international organizations. Peri is committed to mentoring young professionals and frequently speaks to students and young lawyers. She is featured in multiple publications where she shares her experience as an international lawyer, including her work at the IAEA.

“Don’t set any limits on yourself but rather focus on what you want to achieve.”



Christina George (Canada) is a Nuclear Security Officer in the Nuclear Security of Materials and Facilities Section, Division of Nuclear Security.

With a Master’s degree in Electrical Engineering, Christina has hands-on experience with a very important subject: the establishment, maintenance and improvement of all Member States’ nuclear security regimes for the use and storage of radioactive material. Prior to joining the IAEA, she was a Non-Proliferation Officer and a Senior Advisor at the Canadian Nuclear Safety Commission.

At the IAEA, Christina works with Member States to ensure that all radioactive material remains in secure conditions. Aiming to help all stakeholders fulfil this goal, she is responsible for the development of guidance, delivery of training courses and workshops, provision of technical assistance in the form of expert advice and missions, as well as the supply of actual physical

protection equipment. Her work is vital in raising awareness and improving nuclear security in every country.

Christina would sum up her job in one word: ‘variety’! She is inspired by her colleagues who believe in the IAEA mission and are fully committed to their work, always striving to deliver the best results for the benefit of Member States.

Coming from Ottawa, Christina feels at home in Austria. Vienna is centrally located, making it a perfect hub for exploring other parts of the world. At the same time that the city offers an amazing infrastructure, it has plenty of cultural activities. She is currently a loyal member of the Vienna International Centre Women’s Volleyball Club.

She suggests to every woman currently considering the science field to look for different ways to apply your technical skills. In her words: “Being open to different possibilities can change your life!”

Susanna Lööf (Sweden) is a Press and Public Information Officer in the Media, Multimedia and Public Outreach Section, Office of Public Information and Communication.

A passion for reading newspapers since childhood led Susanna to a career path that started with eight years as a journalist. She always wanted to help explain how the world is connected, and she now relishes the opportunity of being part of the IAEA's efforts towards a good purpose, working with committed and passionate professionals who are true experts in their fields.

Susanna has worked in the United States, Sweden, South Africa and Austria. In Vienna, she was an international correspondent for the Associated Press covering the IAEA. Then she became a press and public information officer working for the Organization for Security and Cooperation in Europe and later for the IAEA. The Agency was attractive

to her for reasons including its contribution to building a better world.

In her job, Susanna is in direct contact with journalists and the general public to help them understand the Agency's role and impact. She spends a lot of time answering questions, writing information material and briefing external visitors. Calls from the press can come at any time of the day or night, which makes it particularly challenging to keep a balance between her professional and personal life.

She enjoys contributing to increased awareness of the multi-faceted character of the Agency's work and takes pride in being part of efforts to strengthen nuclear safety and security and to promote the peaceful uses of nuclear technologies. When she is not in the office, you can find her taking care of the tomatillos she grows on her terrace, singing in a choir or hiking, climbing and skiing in the mountains around Vienna.

"Pay attention to what is happening around the world. Wider horizons mean interesting opportunities."



“Nothing is impossible, you can achieve your dreams if you persevere and work hard for them.”



Rola Ghneim Khreis (Lebanon) is the Head of the Customer Services Section in the Division of Information Technology for the Department of Management

Anticipating future opportunities in the field of computer science, Rola obtained degrees in Computers, Mathematics and a MBA. After moving to Vienna in 1991 with her family, Rola worked at OSCE to implement a region-wide ERP solution. Then she joined the IAEA as an information systems officer in the Division of General Services, moved to Division of Information Technology as a manager of the Service Desk for several years, and then became the Head of Services Design Unit.

In her current role, she is managing a section responsible for delivering high quality IT services to the organization. Her successes are a great milestone in her career as a woman working in a technical field.

One of the most enjoyable aspects of Rola’s job is being able to work closely with people to address their technical requirements. By carefully listening to people and actively seeking solutions, she is able to create a better and efficient product. Working with people from different cultures and backgrounds makes her job even more interesting. She is pleased to contribute to the scientific programs of the IAEA through technology, despite not being a scientist herself.

The most challenging issue Rola faces as an ambitious career woman is striking a healthy balance between work and her personal life. She believes that a supportive family is essential in achieving success, and she is very proud of the support her husband has given her, as well as her two grown children who are now embarking on their professional careers.

Diana Paez (Colombia) is the Head of the Nuclear Medicine and Diagnostic Imaging Section in the Division of Human Health.

With degrees in medicine, nuclear medicine, communication and education, Diana worked for more than 14 years strengthening the practice of nuclear medicine across Latin America, as well as advocacy and outreach. From a very young age, her overall goal has always been to commit her professional life to helping people. She attributes a great part of her success to the constant support of her family.

At the beginning of her career, Diana realized that the key to good treatment lies in an accurate and early diagnosis, since “the more precise the information, the more efficient the treatment plan, and the better the patient management”. This perception was fundamental in her decision to follow a specialization in nuclear medicine procedures, allowing

her to offer better chances of recovery to patients by pinpointing molecular activities within the body. She is motivated when she sees the impact of her work on patient management in many institutions around the world.

Diana feels that the opportunities for women in the medical field are improving, but she advises young professionals to pursue their careers with passion and take every single experience as an opportunity for growth. There will always be new developments and technologies in the field, so one should always be up to date.

Diana loves to live in a city as culturally rich as Vienna. In her spare time she enjoys travelling and experiencing different cultures.

At home she always has a good book on her nightstand, with her favourites including Gabriel García Márquez, Isabel Allende and Paulo Coelho.

"Find what you care about most, make that your dream, and work towards realising it."



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



Stephanie Richards (*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. There she discovered a multitude of career options and settled on analytical chemistry. Stephanie worked for almost ten years as a chemist in different industries before reading an advertisement for 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 which she later joined as a Nuclear Safeguards Inspector. In this role, Stephanie is responsible for verifying

nuclear materials and activities to ensure Member State compliance with the Non-Proliferation Treaty obligations. Her occupation provides her with a global outlook on safeguards activities around the world, often observed at first hand.

Stephanie’s job is challenging. It requires a lot of travelling and dealing with frequent jet lag, as well as working regularly with colleagues from different cultures. Despite the challenges, she has taken them all in her stride. Living by her prerogative “I’m the master of my fate, the captain of my soul”, she knows that her career is what she makes of it.

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*)
*Information and Content Management
Specialist, in the Nuclear Knowledge
Management (NKM) Section in the
Department of Nuclear Energy.*

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 the International Nuclear Information System (INIS). She became the IAEA's first Syrian Professional staff member when she joined the INIS Section in 1993. After spending over 20 years in INIS as the Leader of the Liaison and Capacity Building Group and then as Head of the INIS Unit, she assumed a new role as Information and Content Management Specialist.

Taghrid enjoys her work and believes that her long experience in information management and processing, combined

with a deep understanding of Member States' needs in the nuclear information area, provide a strong foundation for her leading role in the implementation of new initiatives on nuclear knowledge management, preservation and sharing. In addition, Taghrid works closely with Member States and international organizations in support of the safe use of nuclear science and technology.

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 a 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 is perfectly alright to be smart, talented and beautiful, so let your light shine in every situation that you encounter.”



Patricia Musoke-Zawedde (Uganda) is a Project Management Specialist in the Laboratory Coordination Group in the Department of Nuclear Sciences and Applications.

With a Master’s degree in Chemical/ Biomedical Engineering from the University of Toronto, Patricia came to the IAEA after having worked for a number of years as a Project Manager in the Canadian nuclear industry.

Currently, she is responsible for monitoring the scope and the budget for the projects in her Department, working to ensure that they are completed on time and as approved by the Board of Governors, the Director General and the Project Boards. This is no easy task, but following her own advice to other women in the same field, she always seizes every opportunity and makes every situation an opportunity to grow professionally.

Making an effort to balance better her professional and personal lives, she tries to focus on the quality of time she spends with her family by planning her time with the family in the same way as she schedules her agenda at work. She enjoys her free time adventuring and discovering with her son, but can also be found mentoring young professionals and enjoying all the natural beauty that Vienna has to offer.

For young girls from developing countries, Patricia believes in the importance of mentorship from professionals who are successful in their careers to inspire them. This is why she currently runs a programme aimed at motivating Ugandan girls to pursue careers in Science, Technology, Engineering and Mathematics.

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 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 with 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 am passionate about our work in cancer control. Together with our partners, we are making a difference and helping to save lives."



Nelly Enwerem-Bromson (Portugal) is Director of the Programme of Action for Cancer Therapy in the Department of Technical Cooperation.

Following her Bachelor's degree in Political Science and Master's degree in Law and Diplomacy, Nelly started her career as a policy advisor to Portugal's President Mário Soares, the Attorney-General and the Minister of State Reform. She then became an International Investment Banker in both Portugal and in London, while lecturing at European universities. Nelly spent many years at the World Health Organization working in Geneva and regional offices in Africa and South-east Asia.

Nelly is committed to raising awareness of the heavy social and economic burden of cancer, particularly on those most vulnerable and ensuring that national cancer programmes provide greater accessibility to quality and affordable services to those in need.

As a cancer survivor, Nelly is grateful that she had access to the best available care. However she knows that not all can afford the best available care. 'We are all human beings,' she says, 'the global development community needs to step-up its efforts in this regard'. Her work aims to strongly support countries in raising their capacity to provide cancer therapies.

Nelly has a longstanding professional and personal commitment to human development, based on gender equality, social inclusion, protection of human rights and support for vulnerable groups. She has served on a number of boards including Portuguese inter-ministerial panels for the Rights of Women, Ethnic Minorities and migrant populations under Prime Minister, António Guterres.

When she is not working, Nelly loves spending quality time with her husband and six children and promoting an equal society where women can balance a successful professional career while raising a family.

Ayako Nakao (Japan) is a Nuclear Safeguards Inspector for the Department of Safeguards.

Since she was very young, Ayako was interested in studying mathematics and science. Following her Bachelor's degree in Chemical Engineering from the University of Tokyo, she started work for the Japanese Ministry of Education, Culture, Sports, Science and Technology. During this time, an assignment as a National Safeguard's Inspector brought her into close contact with the IAEA.

As a Nuclear Safeguards Inspector for the Agency, Ayako provides the organization with the factual findings for assuring the international community that Member States are fulfilling their safeguards' obligations. Ultimately, her work greatly contributes to world peace by preventing the proliferation of nuclear weapons. Performing this function for nearly 12 years, Ayako still finds it challenging on occasions.

At the same time as the multicultural work environment is enjoyable, it presents Ayako with the opportunity to continuously seek ideal ways of working with colleagues from different backgrounds with whom she collaborates on a daily basis. She is particularly proud to be a woman in a field still predominantly occupied by men.

When she is not in Japan visiting family, Ayako spends her spare time exploring the diverse aspects of living in Vienna. Being in a city with plenty of natural beauty and cultural venues is a privilege that she really appreciates. Aware of the importance of keeping a good balance in life, she is constantly managing her time wisely, so that she is able to combine her family life with a career.

“Believe deep down in your heart that you are destined to do great things.”



“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 to learn English, and to Central and South America to work and travel.

Katja holds a BA in Foreign Languages 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.

As a PMO, Katja supports Member States’ efforts to improve their capacities in the area of nuclear technology. She manages national technical cooperation programmes for several countries as well as various regional projects, and has also worked for the IAEA Fuel Bank project. Katja finds it tremendously rewarding to see the direct impact of her work. She recently gave birth to a baby girl and is currently on maternity leave after which Katja will resume her work as a PMO. She very much values the supportive environment of the IAEA which enables women to combine a career and motherhood.

Katja has lived in many countries and feels that Vienna strikes a beautiful balance between convenience, cultural and historical offerings. She spends her free time with her family and enjoys travelling, cooking and sports.

Anne Katrine Starz (*United States*)
is the Acting Section Head of Nuclear
Infrastructure Development in the
Nuclear Energy Department.

Following a Bachelor's degree in
Cultural Anthropology and a Master's
degree in International Commerce and
Policy, Anne started her career working
for the United States government,
always internationally, in posts related
to different aspects of atomic energy.

These experiences enabled her to
understand the nuclear field from dif-
ferent perspectives, giving her the op-
portunity to work on the development of
new programmes and ideas for the area.

Always placing a high value on public
service, Anne welcomes the opportu-

nity to contribute positively to her
community, her country, and the world.
She is motivated by the wish to leave
her children a better world than the
one she inherited from her parents.
In the IAEA she enjoys the challenge
of assignments where she can learn
new things and see the positive global
impact of her work.

Anne tries to balance the demands of
both work and family, despite her tight
schedule, and loves to spend time in
her garden, growing fruits and
vegetables that will be used when
she is cooking with her sons.

She finds Vienna a wonderful city full
of culture and arts, with a great infra-
structure and surrounded by beautiful
hills and the Danube.

*“Don't be afraid to jump into the
deep end of the pool – make yourself
indispensable and you will be first in
line for good opportunities.”*



“IF PEOPLE ENJOY WORKING WITH YOU
THEY WILL GRAVITATE TOWARDS YOUR PROJECTS
OR RECRUIT YOU FOR THEIRS”

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 due consideration over men.

The Secretariat, at the invitation of Member States, carries out recruitment missions, which provide the opportunity, 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 2008 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/

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 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/employment



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/employment/
junior-professionals](http://www.iaea.org/about/employment/junior-professionals)

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.iaea.org/technicalcooperation/
How-to-take-part/index.html](http://www.iaea.org/technicalcooperation/How-to-take-part/index.html)

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/employment/
internships](http://www.iaea.org/about/employment/internships)

JOBS AT THE IAEA

Director General's Office for Coordination

- 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
- 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 & 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 & 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*

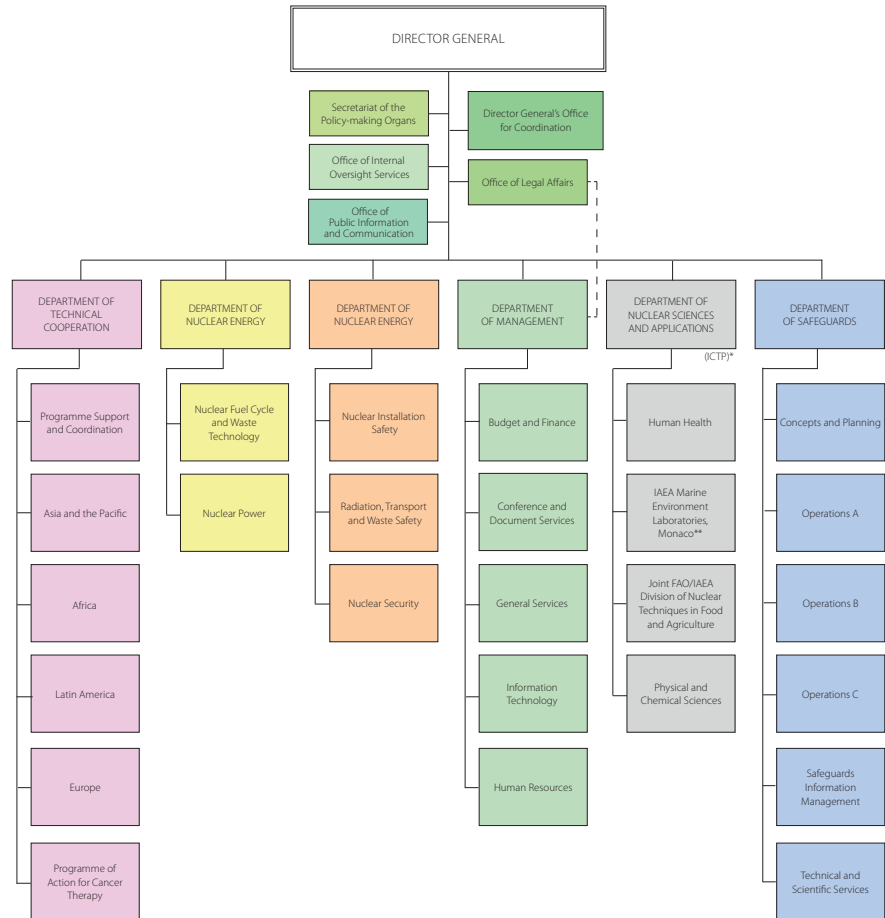
Department of Technical Cooperation

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



ORGANIZATIONAL CHART

(as of July 2015)



* 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.

**With the participation of UNEP and IOC.

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PAKISTAN
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REPUBLIC OF MACEDONIA
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GREAT BRITAIN AND
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