



human
resources

WOMEN AT THE IAEA



The IAEA is the world's center of 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 Agency works with its Member States and multiple partners worldwide to promote safe, secure and peaceful global development of nuclear technologies.

<http://recruitment.iaea.org>

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 23% 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 world's 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 use of safe, secure and peaceful 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 2300 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 to the United Nations General Assembly and to the United Nations Security Council periodically, or as cases warrant.

Three main 'pillars' or areas of work underpin the IAEA's mission: science and technology, safety and security, and safeguards and verification. In 2005, the IAEA was awarded the Nobel Peace Prize for its work and dedication to creating a safer and more peaceful world.



PROGRAMMES OF THE IAEA

The IAEA has defined six major programmes in its Programme and Budget for 2010–2011, 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 and is of particular relevance to those Member States that do not

depend on nuclear power to meet their energy requirements. 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,

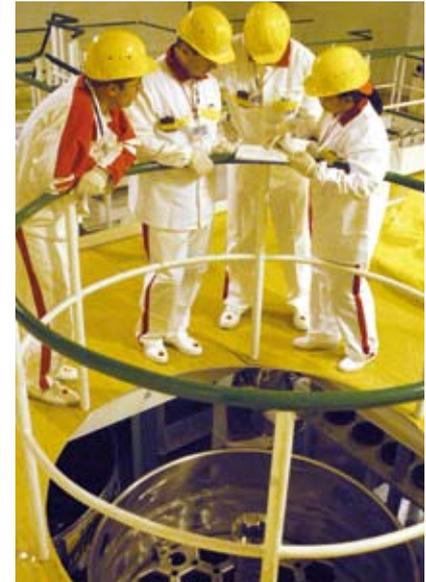
between the Secretariat and Member States, and for the benefit of the media and the general public. A wide range of administrative and legal services will continue to be provided to support activities in all Agency programmes.

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 (*TCF*) and extra budgetary contributions.

The Secretariat, guided by the Agency's Medium Term Strategy 2006–2011, works closely with Member States to formulate the technical cooperation (TC) programme based on the identified needs, interests and priorities of Member States and provides strategic direction for planning

and priority setting processes to bring greater synergy between the Agency's TC and regular budget programmes.



WOMEN IN THE IAEA SECRETARIAT

Gender parity in all staffing categories is a United Nations system-wide goal to which the IAEA is fully committed.

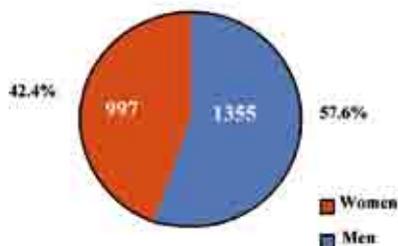
On 1 December 2009, women represented 42.4% of the overall staff of the Secretariat.

The IAEA recognizes and is addressing the gender disparity at the professional level, and there has been an increase in the number of women in junior and mid-level Professional posts.

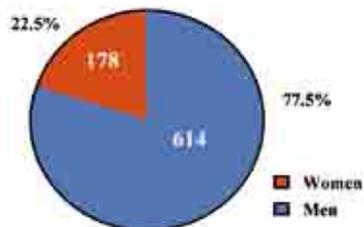
In the Professional and higher categories, women represented 22.5% of the Regular staff.

Women comprise 17.5% of senior positions at the Director level and above.

Composition of All Staff by Gender

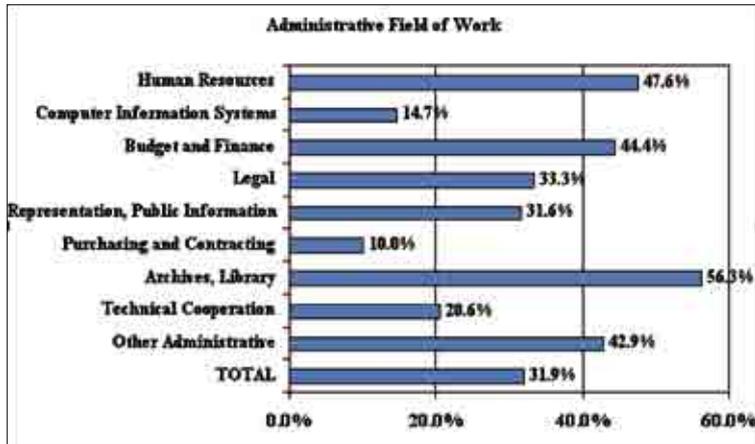


Staff in the Professional and Higher Categories by Gender

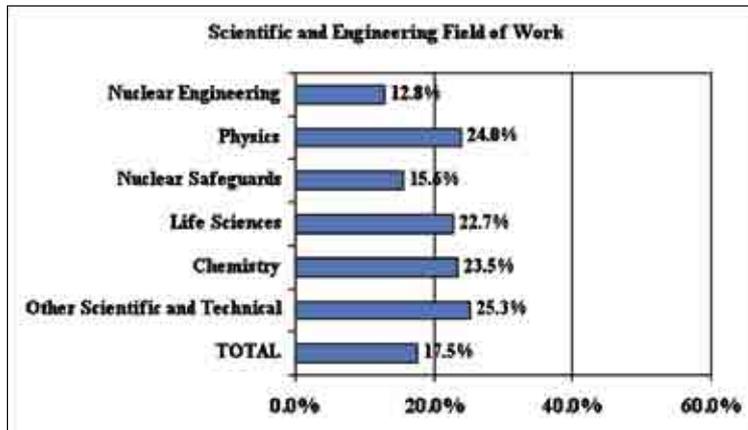


Senior Staff (at the level of Director and above) by Gender





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 CON-



Catherine Monzel (*United States*) was appointed Focal Point for Gender Concerns in December 2008, having served as Alternate for the previous three years. As the Focal Point, Ms Monzel monitors the progress made in the representation of women in the Secretariat's staff as well as the implementation of the IAEA's gender equality policy. She addresses specific gender-related concerns and recommends policy changes where appropriate. She also represents the Secretariat at gender-related meetings and events.

As head of the Recruitment and Staff Development Section in the IAEA's

Division of Human Resources, Ms Monzel leads a group 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. She has also actively collaborated in the development of work/life balance policies.

A graduate of the Georgetown University School of Foreign Service (*BSc*) with an MA in Foreign Relations (*George Washington University*), Ms Monzel worked for several years in the US Department of Energy, where she held a number of key administrative and staff posts. Prior to taking up her current position, she headed the IAEA's Office of Management Services (*internal management consultants*).



Françoise Muelhauser (*Switzerland*) is the Alternate Focal Point for Gender Concerns. She assists the Focal Point in promoting a supportive work environment and fostering changes leading to a climate conducive to the equal participation of men and women in the IAEA.

Ms Muelhauser (*PhD in Sciences, University of Fribourg*) is a nuclear physicist in the Department of Nuclear Sciences and Applications, in charge of managing the planning and implementation of the subprogramme Utilization of Accelerators and Instrumentation with special emphasis on the Project on Effective Utilization of Particle Accelerators. Prior to joining the IAEA, she coordinated and managed a number of research projects in experimental physics in Europe, the USA and Canada.

PROFILES OF IAEA WOMEN

Eliana Amaral *(Brazil/Portugal)*
*Director, Division of Radiation,
Transport and Waste Safety,
Department of Nuclear Safety
and Security*



As the former director of the Brazilian Institute of Radiation Safety and Dosimetry, Eliana Amaral brings extensive experience to the IAEA. In her current position, she is responsible for the dissemination and maintenance of the knowledge and culture of radiation safety worldwide. Her Division offers important tools to help prevent radiological accidents and cases of overexposure by developing radiation safety techniques and providing for their application through activities such as training Member State participants in the latest safety procedures. To Ms Amaral, this extensive and proactive work is crucial to radiation and waste safety from a long term perspective.

Though she started on the path of nuclear physics in her university studies, Ms Amaral realized that she was more interested in applications that are close to human beings rather than in abstract theories. As a consequence, she specialized in biophysics and radioeco-

logy. Her work has combined scientific knowledge with the social, political and philosophical aspects of its application. Her current position requires a mix of technical and managerial skills, as well as diplomacy and political awareness, as Ms Amaral routinely works with the representatives of Member States and international organizations.

Prior to taking up her current position, Ms Amaral already had a close relationship with the IAEA through her participation in training courses and technical meetings. She is proud of the IAEA's work and impressed by the competence and professionalism of her colleagues. She truly enjoys her work in this international environment.

Taghrid Atieh (*Syrian Arab Republic*)
*Leader, Liaison and Capacity
Building Group, INIS and Nuclear
Knowledge Management Section,
Department of Nuclear Energy*



Prior to joining the IAEA, Taghrid Atieh headed the nuclear information and documentation centre at the Syrian Atomic Energy Commission, and also 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 in 1993.

Ms Atieh enjoys her work and believes that INIS, the world's leading source of nuclear information for the peaceful uses of nuclear science and technology, is an excellent mechanism for the collection, exchange and preservation for future generations of nuclear information and knowledge in Member States. As Leader of the Liaison and Capacity Building Group, Ms Atieh's work involves the provision of nuclear information to Member States and IAEA programmes, as well as services and training to national INIS centres.

According to Ms Atieh, the interaction between colleagues of different nationalities and cultural backgrounds makes her work at the IAEA even more gratifying. She feels fortunate to be able to learn in and contribute to such an exciting environment.

While she is dedicated to and loves her work, it does require Ms Atieh to sacrifice time spent with her family. She credits her husband for making it possible for her to balance her successful professional career with a very fulfilling family life. Ms Atieh feels that any sacrifices she may have made have been worthwhile in order to be part of such a vital IAEA programme. She strongly encourages other women to explore every opportunity to join the IAEA's staff.

Ana María Cetto (Mexico)
*Deputy Director General,
Department of Technical Cooperation*



Ana María Cetto came to the IAEA with a remarkable career in physics, extensive experience in international scientific cooperation and a strong personal commitment to the elimination of nuclear weapons. She saw her new position as an opportunity to balance her opposition to the military uses of nuclear power with the positive applications of the atom to sustainable development.

Ms Cetto views her role in the IAEA as being multi-dimensional, providing leadership and cooperation. She greatly values the opportunity to collaborate with people who have different cultural backgrounds and life experiences. Working together in such an environment is, in her opinion, a great asset of the United Nations System, for it forces one to understand another person's motivations and mindset, and other people's needs and aspirations. One aspect of her position that Ms Cetto most enjoys is seeing the enthusiasm

and personal commitment of her staff to making a difference in developing nations through the technical cooperation programme. In her own visits to the field, she enjoys direct interaction with those who, with their own scarce resources, use their creativity to make the most of the IAEA's support. One goal that Ms Cetto aims to reach in her work is to build stronger ties between the intergovernmental and non-governmental worlds. Coming from a developing country, Ms Cetto applies her grassroots perspective to enhance the IAEA's collaboration with counterparts in Member States for the benefit of the people who are in greatest need of it.

Ms Cetto, Mexico's Woman of the Year in 2003, aspires to make a difference as a woman scientist in the complex environment of international cooperation for sustainable development.

Jill Cooley (USA)

Director, Division of Concepts and Planning, Department of Safeguards



Nuclear engineer Jill Cooley became the first woman to manage a Section and, later, to direct a Division in the Department of Safeguards. As head of the Division of Concepts and Planning, she leads her staff in the development of new safeguards concepts and approaches, and works to integrate them into standard nuclear safeguards procedures.

Ms Cooley joined the IAEA with over 15 years of engineering and management experience in the safeguards area. Her prior positions had brought her to IAEA technical meetings and symposia on many occasions, so she was familiar with the work and competence of the IAEA's staff. Another important factor that contributed to her decision to move to Vienna was the ease with which her husband and children were able to adjust to the idea of moving abroad.

To Ms Cooley, the IAEA's critical role in the global non-proliferation regime

makes for an exciting and challenging professional environment. She sees the direct results of her work reflected in the implementation of safeguards agreements, and the media's attention to the Department of Safeguards' work helps to spread the safeguards message. Ms Cooley finds the present time to be particularly challenging, as new proliferation issues, such as nuclear trafficking, require new solutions.

While working in a world of political constraints can at times be frustrating, Ms Cooley finds that interaction with her colleagues, who are all top professionals in the field, is very rewarding. Though they have varied backgrounds, her colleagues all share the vision of creating an effective safeguards regime through which Member States' non-proliferation commitments can be verified.

Anita Nilsson (Sweden)
*Director, Office of Nuclear Security,
Department of Nuclear Safety and
Security*



As head of the IAEA Office of Nuclear Security, Ms Nilsson is responsible for coordinating and implementing the IAEA's Nuclear Security Plan to prevent, detect and respond to acts of nuclear terrorism and threats thereof. The Office organizes a number of evaluation and advisory services, training courses and workshops, and convenes meetings with Member States' experts for the purpose of improving the methodology used and the nuclear security framework. It liaises with other international organizations and Member States to enhance cooperation and the outreach of nuclear security information.

A Medical Doctor with a Master of Sciences in Mathematics and Physics, Ms Nilsson worked in various managerial and leadership positions at the Swedish Nuclear Power Inspectorate before joining the IAEA, dealing with non-proliferation, international and national safeguards, bilateral nuclear

supply and cooperation. She was in charge of the Swedish nuclear security support to the Newly Independent States and the Baltic States.

Ms Nilsson previously served as the IAEA Focal Point for Gender Concerns from January 2003 to November 2008. She was awarded the World Nuclear Association's "Women of Achievement in Nuclear Science and Technology Award" in September 2005.

Stephanie Ramushu (South Africa)
*Nuclear Safeguards Inspector,
Department of Safeguards*



Following her studies in analytical chemistry, Stephanie Ramushu worked for almost 10 years as a chemist in different industries. When she read an advertisement to become a State Safeguards Inspector in South Africa, she decided to take up the challenge. 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, Ms Ramushu was always acquainted with the work of the IAEA, which she joined in 2006. As an IAEA inspector, she verifies nuclear material and activities to assure a State's compliance with the Non-Proliferation Treaty obligation. Her occupation provides her a global outlook on safeguards activities in different countries. She describes her job as a balance between planning, verification, observation, and reporting.

Ms Ramushu's job requires a lot of travelling, which means dealing with jet lag and different time zones and cultures. She enjoys her job and has taken the challenges in her stride. She manages her inspection schedule to plan her visits and decide what kind of inspection will be carried out.

Ms Ramushu strongly encourages other women to take up the challenge of working in international safeguards.

Alicia Reynaud (Mexico)
*Head, Section for Safeguards
Programme and Resources,
Department of Safeguards*



Alicia Reynaud is a passionate supporter of the IAEA's mission. Meaningful purpose has been the driving force throughout her career, and from the outset she was able to see how her assignments related to the achievement of the IAEA's mandate.

Ms Reynaud spent most of her IAEA career in the Department of Technical Cooperation, working on projects in all five geographical areas covered by the Department. This allowed her to gain a broad understanding of the needs of Member States and to become knowledgeable in all aspects of the programme. She greatly valued her interaction with Member State counterparts and, in particular, witnessing the impact of technical cooperation on the lives of so many people worldwide.

As Head of the Recruitment Unit in the Division of Personnel, she joined with managers to identify and recruit staff of the highest competence

to support the implementation of the Agency's programmes, while promoting geographical diversity and gender equality.

Today, Ms Reynaud supports the verification mission of the IAEA by leading the Section responsible for the design, planning and monitoring of the programme and budget of the Department of Safeguards. Ms Reynaud also provides guidance on the overall management of human and financial resources for the Department, with more than 700 staff and €140 million annually.

Ms Reynaud has grown professionally and personally during her time at the IAEA. Her experience has greatly influenced her children, all three of whom have an international outlook and share her values of working towards peace in a multicultural world.

Geetha Sadagopan (India)
*Training Specialist,
Department of Nuclear Safety
and Security*



Geetha Sadagopan has brought more than 25 years of radiation protection experience to the IAEA. In her home country of India, she had the opportunity to work in various areas of radiation protection, making her an excellent candidate for her position at the IAEA, in which she manages training in Member States in medical, research and industrial radiation protection.

Ms Sadagopan has always enjoyed teaching, and when the opportunity to gain international experience presented itself, she jumped at the chance to take on this unique challenge and join the IAEA. The fact that only a few Indian women had worked for the IAEA in the past was also a contributory factor in her decision.

Today, Ms Sadagopan organizes courses and develops training materials for participants from all over the world. She travels to regional training centres,

where the IAEA conducts long term educational courses, and teaches visitors to the IAEA's Vienna Headquarters. Receiving positive feedback from participants who have applied in their work the knowledge gained in training courses is a gratifying experience for Ms Sadagopan. She also enjoys the challenging experience of imparting her extensive knowledge to new generations of participants.

Moving to Vienna represented a different kind of challenge to Ms Sadagopan, but she has found the city to be safe and beautiful, with the change in climate being the most difficult part of the transition. Her family's flexibility and support helped her a great deal in adjusting to a different cultural environment. She urges other women from developing countries to consider joining the IAEA in the pursuit of their careers.

Gabriele Voigt (Germany)
*Director, Safeguards Analytical
Services (Seibersdorf)*



After 9 years of heading the Agency's Laboratories, recent reorganizational changes have found Gabriele Voigt as the Director of Safeguards Analytical Services (SGAS). SGAS is responsible for the analysis of nuclear material and environmental swipe samples, as well as for the Network of Analytical Laboratories (NWAL) including the Safeguard's On-Site Laboratory in Rokkasho, Japan.

Ms Voigt is also responsible for the Enhancing Capabilities of Analytical Services for Safeguards project – the largest construction work the Agency has undertaken. This project is aimed at modernizing the existing Safeguards laboratories and equipment, and at building a new nuclear material laboratory at Seibersdorf.

Ms Voigt chose the IAEA as the place to apply her varied knowledge of biology, genetics, radiochemistry, radiometry and radiation protection. She

believes that working with people from different cultures and backgrounds enriches life and creates the feeling that the human race is one family.

At the IAEA, Ms Voigt has the chance to work with people whom she admires for their dedication to peace and justice.

Ms Voigt has also revitalized the Joint Advisory Sub-Committee on Gender Concerns owing to her concern about the low percentage of women at the Professional level in the IAEA. She is a member of Women in Nuclear (WiN) and Women in International Security (WIISE), and mentors women applying for IAEA positions. She is dedicated to her work and encourages women to combine their profession with family life.

Ms Voigt was awarded the World Nuclear Association's Women of Achievement in Nuclear Science and Technology Award and the Leadership Award of the Radiochemistry Society, both in 2005.

Bidan Zhu (*China*)
*Software Engineer, Department of
Technical Cooperation*



Bidan Zhu moved to Austria with her family during her last year of biochemistry studies in a Chinese university. She decided to switch her studies to computer science, which turned out to be an excellent choice, since she enjoys doing IT work as much as a hobby.

Now, as the project leader for various IT projects in the Department of Technical Cooperation, Ms Zhu loves the challenge of using IT tools for business solutions that will effectively contribute to the implementation of the Department's programmes. Ms Zhu feels proud of working for an international organization with a noble mission such as the IAEA. Although not many women choose to pursue a career in IT-related fields, Ms Zhu believes that women are particularly good at human focused aspects in IT, since they have a fine understanding of user requirements in system design and social implications of information technologies.



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.

To read General Conference resolutions and the Director General's reports on women in the Secretariat, please visit: www.iaea.org/Resources/Women/resolutions.html

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 Division of Human Resources, 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 in the field of gender issues, such as the Inter-Agency Network on Women and Gender Equality (*IANWGE*) and the United Nations International Research and Training Institute for the Advancement of Women (*INSTRAW*), in order to highlight the IAEA's efforts and to keep abreast of trends in this area. The Secretariat's "Resources for Women" web site at www.iaea.org/women disseminates information to the public about gender issues in the IAEA.

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 the Secretariat's 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 Member State.

Staff Involvement

The Joint Advisory Sub-Committee on Gender Concerns, made up of staff members, is dedicated to increasing the representation of female staff and promoting a more family-friendly work environment. The Sub-Committee helps to identify challenges in these

areas and advises the Secretariat about proposed solutions.

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.



WORK/LIFE BALANCE

Social norms often cause professional women to experience greater difficulties than men in relocating their families. In order to make the IAEA a more attractive employer to families, one aim is 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 Staff Development 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 go to: www.iaea.org/About/Jobs/

Junior Professional Officer (JPO) Programme

The JPO programme is designed for young professionals, who are under 32 years of age, 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 Professional. The assignment, which may be in a scientific/technical or administrative area, lasts for one to two years. 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

Technical Cooperation Fellowships for Women

The IAEA Fellowship Programme for Young Professional Women provides six-month fellowships to young women pursuing an advanced degree or having recently graduated. It provides participants with practical international work experience in nuclear technology and applications or in technical cooperation. To participate in the program-

me, Technical Cooperation National Liaison Officers are asked to nominate candidates in the respective field.

To learn more, please visit:
<http://www-tc.iaea.org/tcweb/participation/>

Internship Programme

The programme provides young professionals an opportunity to gain practical work experience and exposes them to the work of the IAEA and the United Nations. Internships normally last not less than three months and not more than one 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. To learn more, please go to: www.iaea.org/About/Jobs/internships.html

JOBS AT THE IAEA



Offices Reporting to the Director General

- 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 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 Officer
- Programme Coordinator
- Software Engineer

THE IAEA:
WORKING FOR WOMEN
WORLDWIDE

*Radiotherapy Offers Hope
to Women with Cancer*

Cervical cancer kills 200 000 women in developing countries every year as a result of late detection and a dearth of treatment facilities. Women such as Genet Ashenafi in Awasa, Ethiopia, must travel long distances and wait for hours to receive treatment. Ethiopia has only one radiotherapy machine to serve its population of over 60 million, while in Europe, the rate is one machine per 250 000 people.

The IAEA, in a joint project with the Government of Ethiopia, opened the country's only radiotherapy centre in 1997. The IAEA continues to assist developing Member States in the field of radiotherapy by providing radiation sources and equipment and personnel training in medical physics and safety, and through the establishment and proper maintenance of radiotherapy programmes.

*Eliminating Tsetse Flies to
Decrease Hunger and Poverty*

Large draught animals, such as oxen, have become increasingly rare in Africa owing to the parasite-carrying tsetse fly, which kills three million livestock animals annually. This scourge, also hazardous to human health, puts the burden of work on farmers such as Mgeni Lamek, who must rely on her own strength to replace a team of oxen. The IAEA is supporting several African States in using the sterile insect technique, which uses gamma radiation from a cobalt-60 source to sterilize male Tsetse flies. The males are then released into the breeding population to mate with females, whose unfertilized eggs do not develop, leading to a radical decrease in the fly population, which saves lives and leads to increased productivity.

To read more about these projects, please visit: www.iaea.org/women

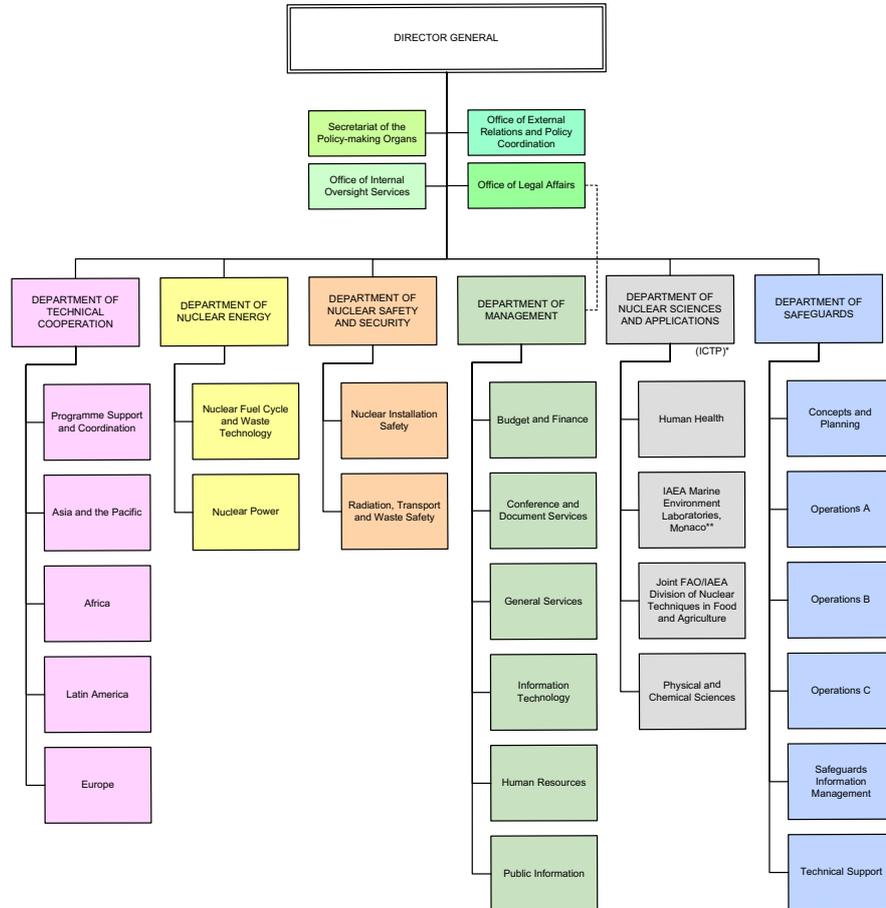
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(as of July 2010)

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ORGANIZATIONAL CHART

(as of July 2010)



* The Abdus Salam International Centre for Theoretical Physics (*Abdus Salam ICTP*), legally referred to as “International Centre for Theoretical Physics”, is operated as a joint programme by UNESCO and the IAEA. Administration is carried out by UNESCO on behalf of both organizations. The IAEA’s involvement in the Centre is managed by the Department of Nuclear Sciences and Applications.

** With the participation of UNEP and IOC.



www.iaea.org/Resources/Women/

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