## 原子力国際人材への道

#### Building International Capacities



産学官連携

#### 原子力人材育成ネットワーク

Nuclear Human Resource Development Network

December 2013 小西俊雄

#### Messages I want to convey

--- 伝えたいこと---

- 1. How do l interpret International capacities? 国際人材とは?
- 2. English is only a means, but something たかが英語、されど英語
- 3. Way ahead to go 日頃の心がけ
- 4. If interested in working at IAEA?

面接試験に備えて

#### 3 questions to begin with

--- 始めに---

- a. Are you a nuclear professional?原子力屋か?
- b. Experience of a team leader?まとめの経験?
- c. How about English proficiency?英語自信は?

# 1. International Capacities? 国際人材とは?

「国際的視野を持ち、世界で活躍できる高い資質を有する」人材 (「国際人材育成養成コース」より)

To have an <u>international sense</u> with <u>world-class competence</u> and <u>disposition</u>

#### 個別に少し詳しく

- i. To know yourselves, to understand others, and to communicate "in English."
- ii. Technically and culturally
- iii. As an individual, as a representative

# i. To know yourself, others and communicate

■ To know yourself, your organization, your country, your issues, your advantages
…自分を知る

- To understand him/her, their country, their problems, their background ・・・相手を知る
- To communicate, "<u>in English</u>," facts, your views, and find how to proceed together.
  --・意思疎通、そして合意点を見出す

## ii. Technically and culturally

■ Technical competence is one thing. 技術・知識

 Also know cultural difference, individual's/corporate/national cultures. 文化の違い

# iii. As an individual, as a representative

■ Your own view, perspectives, vision 個人としての考えを持つ

On behalf of your country, company, organization as needed
 時には組織の代弁を



# Keys in Communication 対話の鍵

■ Your own perspectives, views, ··· 常に自分の考えを持つ、日頃からの問題意識

■ In his/her language 相手の目線で

■ Maintenance of contact 生きた情報交換に

#### Three keys for good communicator

--- 私の経験から ---

1. Technical competence

- 2. Team work (Good listener/speaker)
- 3. English



#### If you are ···

(27 self-check points of your international potential, jn-hrd HP)

- Confidence in presentation (on your job, hobby, latest news)? 発表(仕事、趣味、時事ニュース)に自信あるか?
- Confidence in presiding a meeting? 会議取し切り(司会) に自信はあるか?
- Hobbies to explain? 説明できる日本的な趣味はあるか?
- Curiosities/interest in geography, history, culture, non-specialized areas, world in different cultures (Arab, Africa, etc.)? 地理、歴史、文化、専攻領域以外の周辺分野、異文化圏(例えばアラブ、アフリカ等) への関心・好奇心は?
- "Talkative, spontaeneous?" 口から生まれた?

# 2. English is only a means, but really something たかが英語、されど・・・

- Vocabulary (R, L, S, W) 語彙:読聴話書
- Bilateral communication 意思疎通
  - Your own perspectives
  - Quick responses to questions/remarks
- Simple, clear-cut

直截的、明確に

いつも自分の考え、データベースを

A little language goes a long way!

# My experience in English

(In early days, 私の場合)

- Interested at junior high school 「興味から」
- English conversation class at university
  「もぐり受講」
- English conversation class at company 「会社支援、アメリカ婦人」
- First life overseas in UK, 1.5 years (age 30)
  「幸運、最大限利用」

## Upgrading English Proficiency

(Toastmasters Club, 私の場合)

- My experience 「英語の力と鍛錬について」 (<u>http://jn-hrd-n.jaea.go.jp/iaea/TMC.pdf</u>)
- Public speaking 人前での話し方
- Self-development 仲間同士の自己啓発



■ 150 clubs nationwide あなたの近くにもクラブ <a href="http://www.district76.org/en/clubs/">http://www.district76.org/en/clubs/</a>

#### Communication and Leadership

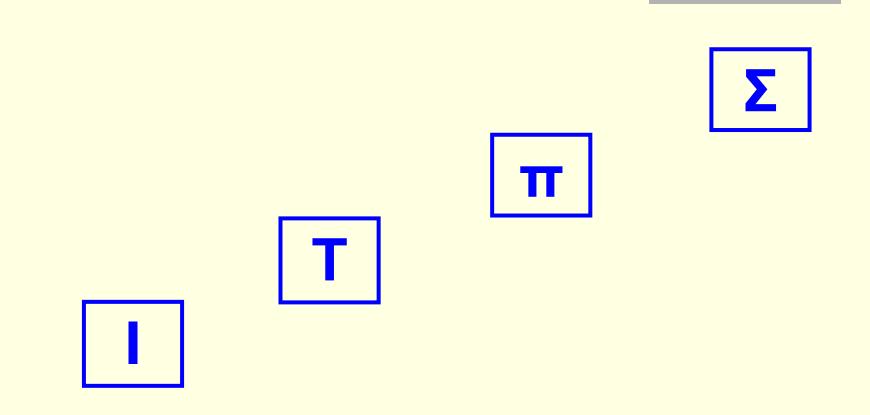
(Toastmasters Club)

- In the Basic Course 基礎過程では・・・
  - 1. The Icebreaker (eye contact)
  - 3. Organize your speech
  - 4. Show what you mean (body language)
  - 5. Vocal variety
  - 6. ... 7. ... 8. ...
  - 10. Inspire your audience
- In the Advanced Course 上級過程では・・・ Entertaining, Storytelling, Before the media, etc. Practice in realistic and practical situations
- その他・・・Group discussion, Chair, Debate, etc.

# A test meeting, on Day 4 (Volunteers wanted)

- 2 Speakers +1: "Show what you mean" (body gesture, non-verbal communication, 4-6 min)
- 1 Topic Master: Calls upon opinions on a subject (flow control, 10 min, 3-5 speakers)
- 1 Evaluator: Oral evaluation of Speech 1 (listen, analyze, present your evaluation, 2-3 min)

## 3. Way ahead to go



### Way ahead to go

--- 日頃の積み重ね ---

Think always, be sensitive and practice



- Technology, knowledge, culture
- Watch trend, have own perspectives
- English

Learn by doing.

It is an investment to yourself.



#### What is WNU, NEM, NEM-japan?

--- 次のステップ、詳細 Day 4---

➤ 世界原子力大学WNU「夏季研修(SI)」

(JAIF「夏季研修の紹介」<u>http://www.jaif.or.jp/ja/wnu\_si\_intro/</u>)

- 6 weeks, 100 peers worldwide, age of 30+/-
- Lectures from leaders worldwide, think /discuss in English
- Network building
- ➤ IAEA「原子カエネルギーマネジメント(NEM)スクール」

(IAEAのサイト:

http://www.iaea.org/nuclearenergy/nuclearknowledge/schools/NEM-school/) (JAEAのサイト: http://jn-hrd-n.jaea.go.jp/)

- 3 weeks, 50 peers, age of 30+/-
- Build up global viewpoint (若いうちに国際視野を)
- Infrastructure building in newcomer countries(インフラ支援)
- IAEA resources(人、資料)

#### 4. Interested in working abroad?

In what occasions?

Where to?

What to do?



Three keys for a good communicator!

## If interested in working at IAEA?

(応募の勧め: http://jn-hrd-n.jaea.go.jp/iaea/)

- Vacancy Notice (空席情報)
  - 英文公式サイト(リアルタイム)
  - 和文紹介, <u>中長期空席予測</u>
- How to find a post 応募ポストの探し方
- Things to consider 考慮したい事項
- When the post chosen 応募ポストが決まったら
- Suggestion from the recruiter 採用側からの助言
- Prepare for the interview <u>面接時の心構え</u>
- For future application 将来の応募に備えて



#### Working at IAEA means what?

IAEAで働く意味は・・・

- ✓ To know international activities at the front.
  - ・・・・他国の動向、ニーズ、自分
- ✓ To join in its planning/implementation
  - \*\*\*活動計画・実行、(例)安全基準
- ✓ To bring in resources from Japan
  - ···知見、技術、人、Good Practice
- ✓ To develop your international capacities
  - · · · 国際性、人間性、職域拡大

✓ To enjoy

# Preparation for the interview 面接のイメージ

#### Biographical description 経歴・経験について

– Relate it to the VN (Job Description)!

Tell me about your education & experience which relate to the job....

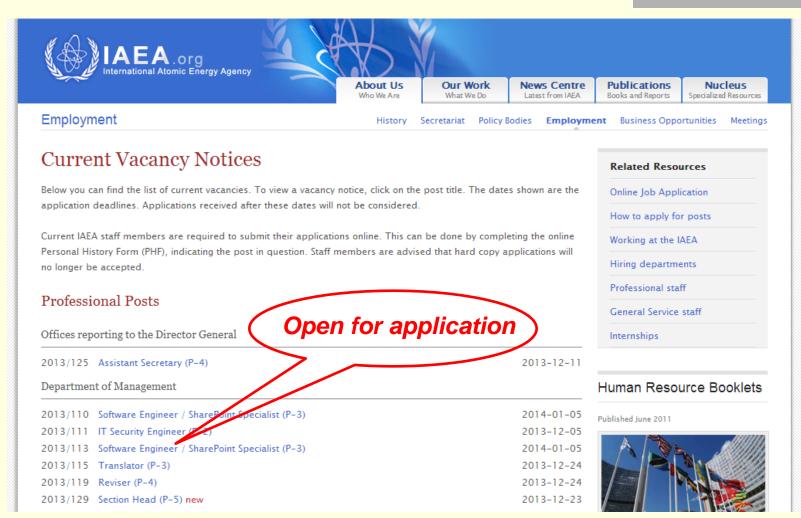
#### Strengths and weaknesses 得手不得手

How could you focus your strengths on the job? How would you compensate your weaknesses?

Sell yourself, keep eye contact! 目線

#### IAEA Vacancy Notice

--- https://recruitment.iaea.org/phf/p\_vacancies.asp---



#### A vacancy notice (example)

--- 空席公募の例 ---

- NSNI 募集部署
- Main purpose 主業務
  - ..., (1) <u>organizing meetings and workshops</u>, (2) <u>preparing</u> <u>state-of-the-art reports on safety design</u>, (3) <u>and</u> <u>coordinate joint research</u>,...
- Functions / Key Results Expected
- Knowledge, Skills and Abilities 要求条件

Good knowledge in ...

Planning and organizing skills

Communication skills

Excellent interpersonal skills

#### A Sham Interview?

模擬面接?

Whoever wants to experience

- Register with Yoko for arrangement
- Choose a vacancy notice of your interest

One by one, morning class, 20 min?

# What can happen in the interview 想定質問準備

✓ Open questions: How, what, why 公募要件(VN)、経歴書(PHF)から想定

✓ Closed question: answer it as if it were an open question

Yes/Noで終わらずに、強化する文言追加

#### Check on writing capability

「書く能力」のチェック

Discuss and describe your perspectives in writing on the following issue and send it back in 60 minutes.

・・・限られた時間で自分の考えを書く

### International Capacities?

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