

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

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Messages I want to convey

--- 伝えたいこと ---

1. *How do I 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 international sense with world-class competence and disposition***

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, “in English,” 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?* 会議取り切り(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, spontaneous?”* 口から生まれた？

さらには <http://jn-hrd-n.jaea.go.jp/iaea/ifyouare091001.pdf>

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」
(<http://jn-hrd-n.jaea.go.jp/iaea/TMC.pdf>)

- **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
<http://www.district76.org/en/clubs/>

Communication and Leadership

(Toastmasters Club)

- **In the Basic Course** 基礎過程では・・・
 1. **The Icebreaker (eye contact)**
 2. ...
 3. **Organize your speech**
 4. **Show what you mean (body language)**
 5. **Vocal variety**
 6. ...
 7. ...
 8. ...
 9. ...
 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

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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」http://www.jaif.or.jp/ja/wnu_si_intro/)

- 6 weeks, 100 peers worldwide, age of 30+/-
- Lectures from leaders worldwide, think /discuss in English
- Network building

➤ IAEA「原子力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, 中長期空席予測
- How to find a post 応募ポスの探し方
- Things to consider 考慮したい事項
- When the post chosen 応募ポスが決まったら
- Suggestion from the recruiter 採用側からの助言
- **Prepare for the interview** 面接時の心構え
- 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 ---

The screenshot displays the IAEA.org website's recruitment page. At the top, the IAEA logo and name are visible. A navigation bar includes links for 'About Us', 'Our Work', 'News Centre', 'Publications', and 'Nucleus'. Below this, a secondary navigation bar lists 'History', 'Secretariat', 'Policy Bodies', 'Employment', 'Business Opportunities', and 'Meetings'. The main content area is titled 'Employment' and features a section for 'Current Vacancy Notices'. This section includes a paragraph explaining that users can find a list of current vacancies and that applications received after the deadlines will not be considered. It also states that current IAEA staff members must submit applications online via the Personal History Form (PHF). A red speech bubble with the text 'Open for application' is overlaid on the page, pointing to the 'Professional Posts' section. This section lists various positions, including 'Assistant Secretary (P-4)', 'Software Engineer / SharePoint Specialist (P-3)', 'IT Security Engineer (P-2)', 'Translator (P-3)', 'Reviser (P-4)', and 'Section Head (P-5) new'. To the right of the main content, there is a 'Related Resources' sidebar with links for 'Online Job Application', 'How to apply for posts', 'Working at the IAEA', 'Hiring departments', 'Professional staff', 'General Service staff', and 'Internships'. Below this sidebar is a section for 'Human Resource Booklets', with a sub-section for 'Published June 2011' featuring an image of flags.

IAEA.org
International Atomic Energy Agency

About Us Who We Are | **Our Work** What We Do | **News Centre** Latest from IAEA | **Publications** Books and Reports | **Nucleus** Specialized Resources

Employment | History | Secretariat | Policy Bodies | **Employment** | Business Opportunities | Meetings

Current Vacancy Notices

Below you can find the list of current vacancies. To view a vacancy notice, click on the post title. The dates shown are the application deadlines. Applications received after these dates will not be considered.

Current IAEA staff members are required to submit their applications online. This can be done by completing the online Personal History Form (PHF), indicating the post in question. Staff members are advised that hard copy applications will no longer be accepted.

Professional Posts

Offices reporting to the Director General

2013/125	Assistant Secretary (P-4)	2013-12-11
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Department of Management

2013/110	Software Engineer / SharePoint Specialist (P-3)	2014-01-05
2013/111	IT Security Engineer (P-2)	2013-12-05
2013/113	Software Engineer / SharePoint Specialist (P-3)	2014-01-05
2013/115	Translator (P-3)	2013-12-24
2013/119	Reviser (P-4)	2013-12-24
2013/129	Section Head (P-5) <i>new</i>	2013-12-23

Related Resources

- Online Job Application
- How to apply for posts
- Working at the IAEA
- Hiring departments
- Professional staff
- General Service staff
- Internships

Human Resource Booklets

Published June 2011

A vacancy notice (example)

--- 空席公募の例 ---

- **NSNI 募集部署**

- **Main purpose 主業務**

..., (1) organizing meetings and workshops, (2) preparing state-of-the-art reports on safety design, (3) and coordinate joint research, ...

- **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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Three keys for good communicator

--- 私の経験から ---

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





***I wish you
an exciting future.***