

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 2012
JAIF国際部 小西俊雄

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. *Why don't you work at IAEA?*
面接試験に備えて
4. *Way ahead to go* 日頃の心がけ

3 questions to begin with

--- 始めに ---

1. *Are you a nuclear professional?* 原子力屋か
2. *Experience of a team leader?* まとめの経験？
3. *How about English proficiency?* 英語は？

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)

- *Equipped with 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 knowledge 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



Keys in leading roles at WNU SI

--- WNU夏季研修での効果的要素 ---

1. *Technical knowledge*
2. *Good listener and good speaker*
3. *English proficiency*



If you are ...

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

- 英語での発表(仕事、趣味、時事ニュース)に自信ある？
- 英語での会議取し切り(司会)に自信はあるか？
- 趣味(英語で説明できる日本的な趣味)はあるか？
- 日本の地理、歴史、文化、専攻領域以外の周辺技術分野を勉強する気持、好奇心、異文化圏(例えばアラブ、アフリカ等)への関心・好奇心は？
- さらには <http://www.jaif.or.jp/ja/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*
 - *Immediate 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!

Upgrading English Proficiency (*Toastmasters Club, 私の場合*)

- 「英語の力と鍛錬について」
(元P5職員の体験、JAIF/HP「国連機関応募の勧め」から)

- *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 mini meeting, if interested?

- **Minimum 5 volunteers, the more the better**
(Table Topic Master, 2 Speakers, 2 Evaluators, ...)
- **75 minutes** (or 30 minutes)
- **After class (17:00-) on 12 December?**
- **Prepared Speech: An Icebreaker**
(Self-introduction in 5 minutes)

Preparatory briefing, today: 18:00-

放課後ブリーフィング

3. Why don't you work at IAEA?

(<http://www.jaif.or.jp/ja/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 応募ポスが決めたら
- 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 in 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*

Find vacancy

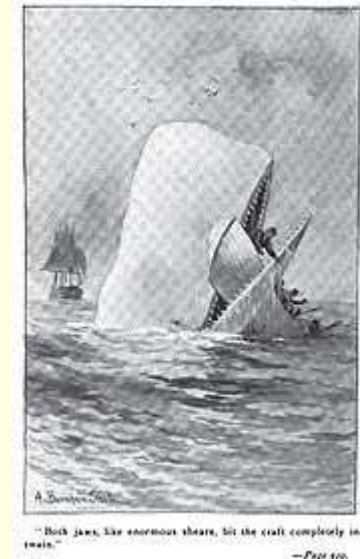
ポストを探す

- ✓ *Don't fish with a net!*
(「…数打ちや当たる」はやめて)



But

- ✓ *Target positions for which you meet most of the requirements*
(「一発必中」のつもりで)



IAEA Vacancy Notice

--- https://recruitment.iaea.org/phf/p_vacancies.asp ---

The screenshot displays the IAEA.org website's recruitment page. The header includes the IAEA logo and navigation tabs for 'About Us', 'Our Work', 'News Centre', 'Publications', and 'Nucleus'. The main content area is titled 'Employment' and features a section for 'Current Vacancy Notices'. Below this, there are instructions on how to view notices and application deadlines. A red circle highlights the 'Online Job Application' link in the 'Related Resources' sidebar. A black box with the text 'On-line Application' is overlaid on the page. The bottom of the page shows a list of current vacancies, including positions like 'Legal Officer (P-4)' and 'Section Head, Nuclear Medicine Section (P-5)'.

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

2012/129	Legal Officer (P-4)	2012-12-26
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Department of Nuclear Sciences and Applications

2012/113	Section Head, Nuclear Medicine Section (P-5)	2012-12-15
2012/128	Soil Scientist / Plant Nutritionist (P-4)	2012-12-24
2012/120	Environmentalist (P-4)	2012-12-28

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

On-line Application

Complete your PHF

経歴書を書く

- ✓ **Latest tasks in the description of your duties**
プロジェクト、役割
- ✓ **Language proficiencies, membership in professional associations**
自己啓発姿勢
- ✓ **Descriptive Information for evaluation**
自由記述部分活用

IAEA
International Atomic Energy Agency

Personal History

INSTRUCTIONS
Please provide a cover letter along with your completed Personal History form. Please answer each question clearly and completely. Read carefully and follow all directions.
TYPE OR PRINT IN INK.

Please do not write in this space.

1. POST(S) APPLIED FOR (or preferred field of work):
Nuclear Physicist (P-4)

2. PERSONAL INFORMATION:
2. SHIDARA Family Name
3. Hiroyuki First & Middle Name

Be a salesperson of yourself!

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**

A Nuclear Engineer (P4, 2012/120)...

空席の例 --- 原子力技術者

- **NPES 募集部署**

模擬面接？

- **Main purpose 主業務**

..., the incumbent ensures a results oriented response to MS by (1) organizing training programs, workshops and technical meetings, (2) preparing state-of-the-art reports on construction/commissioning and maintenance/inspection, ...

- **Functions / Key Results Expected**

A Nuclear Engineer (P4, 2012/120)...

(続き)

■ *Knowledge, Skills and Abilities* 要求条件

Good knowledge in nuclear, chemical, mechanical, and/or electrical engineering.

Planning and organizing skills and ability to set clearly defined objectives; to plan activities/projects; to identify and organize required resources and to monitor performance.

Communication skills and ability to write technical documents and to deliver oral presentations.

Excellent interpersonal skills in a multicultural, multi-ethnic environment with sensitivity and respect for diversity.

A Sham Interview?

模擬面接？

- **One by one** 一人ずつ
- **20 min? maximum 5?** 一人当たり20分見当
- **Before class (08:30-)? After class (18:00-)?**

Preparatory briefing, today: 18:00-

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
- ✓ *Talking too much may decrease your credibility*
喋りすぎは逆効果、結論から始めて簡潔に

You may be asked

こんな質問もあるかも知れない

- Tell me about a presentation you made recently in your field of work.
- Describe a team you have been a member of in the past.

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

Willing to challenge an example? やりますか？

International Capacities?

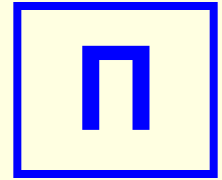
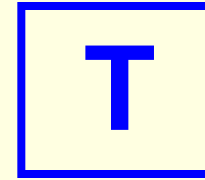
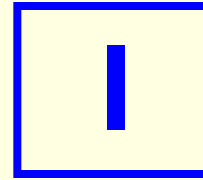
国際人材とは？

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(「国際人材育成養成コース」より)

- *Equipped with an international sense with world-class competence and disposition*
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4. Way ahead to go

--- 日頃の積み重ね ---



■ *Be alert, sensitive and practice*

- *Technology, knowledge* 技術、知識
- *Watch trend, own perspectives* 動向、自分の考え
- *English* 英語

Learn by doing.

It is an investment to yourself. 自分への投資

FYI: What is WNU, NEM?

参考:世界の「原子力国際人材養成コース」

➤ 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/)

- 夏季6週間、約100名、2005年から、先進国フェローも
- 国際機関、各国リーダーから「課題」を聴き、一緒に英語で考える。
- 「ネットワーク」を作って帰り、生きた情報の交換を助ける。

➤ 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/>)

(JAEAのサイト:<http://jn-hrd-n.jaea.go.jp/>)

- 3週間、40名+、Trieste (ICTP)、ニーズに応じ各地で
- 「新鮮な間に、国際的・標準的な原子力開発・規制環境」を学ぶ
- 「これから原子力を始めようとする国」のインフラ整備を助ける
- IAEAリソース(人、資料類)、「グローバル環境での原子力」



I wish you an exciting future.