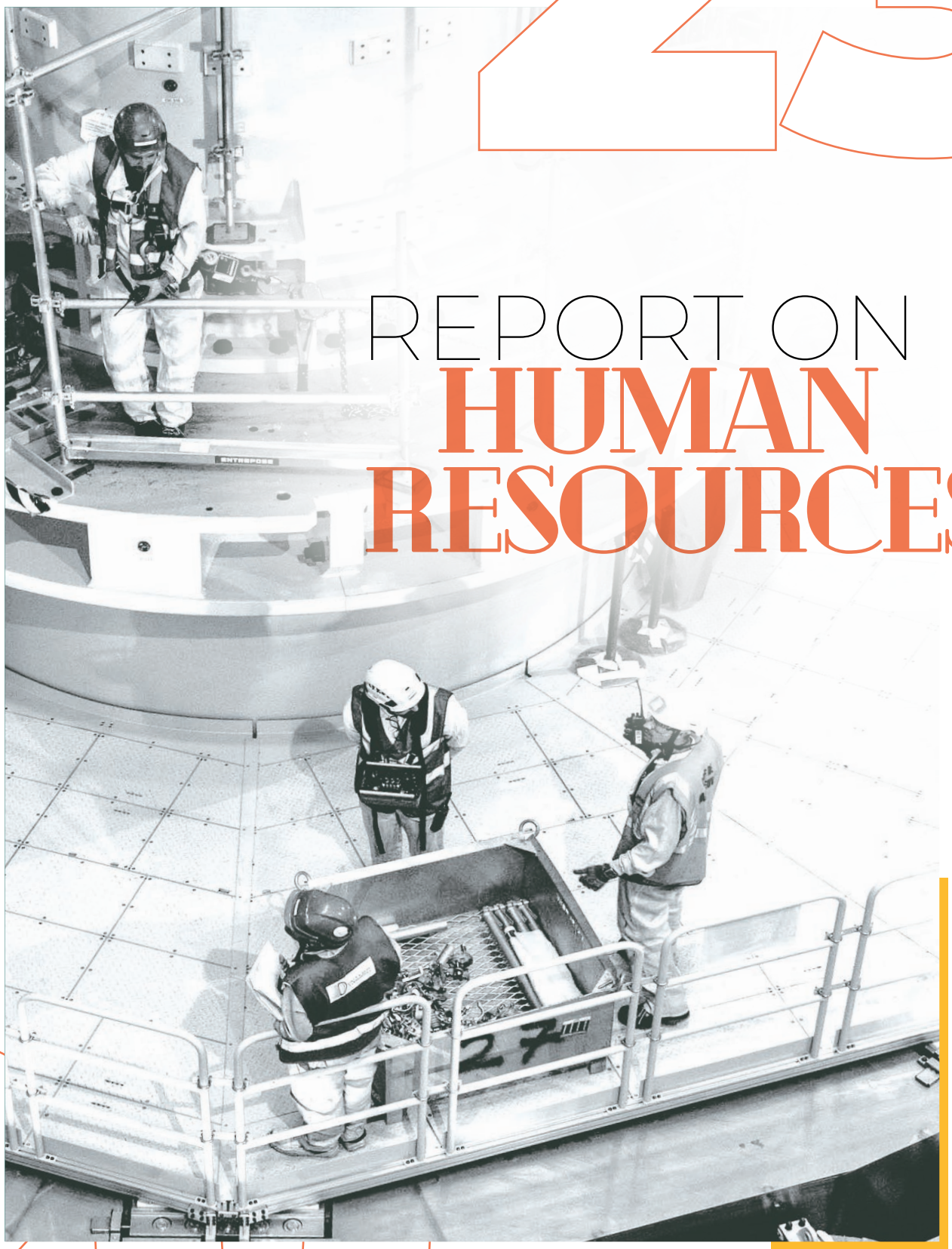
iter
china eu india japan korea russia usa

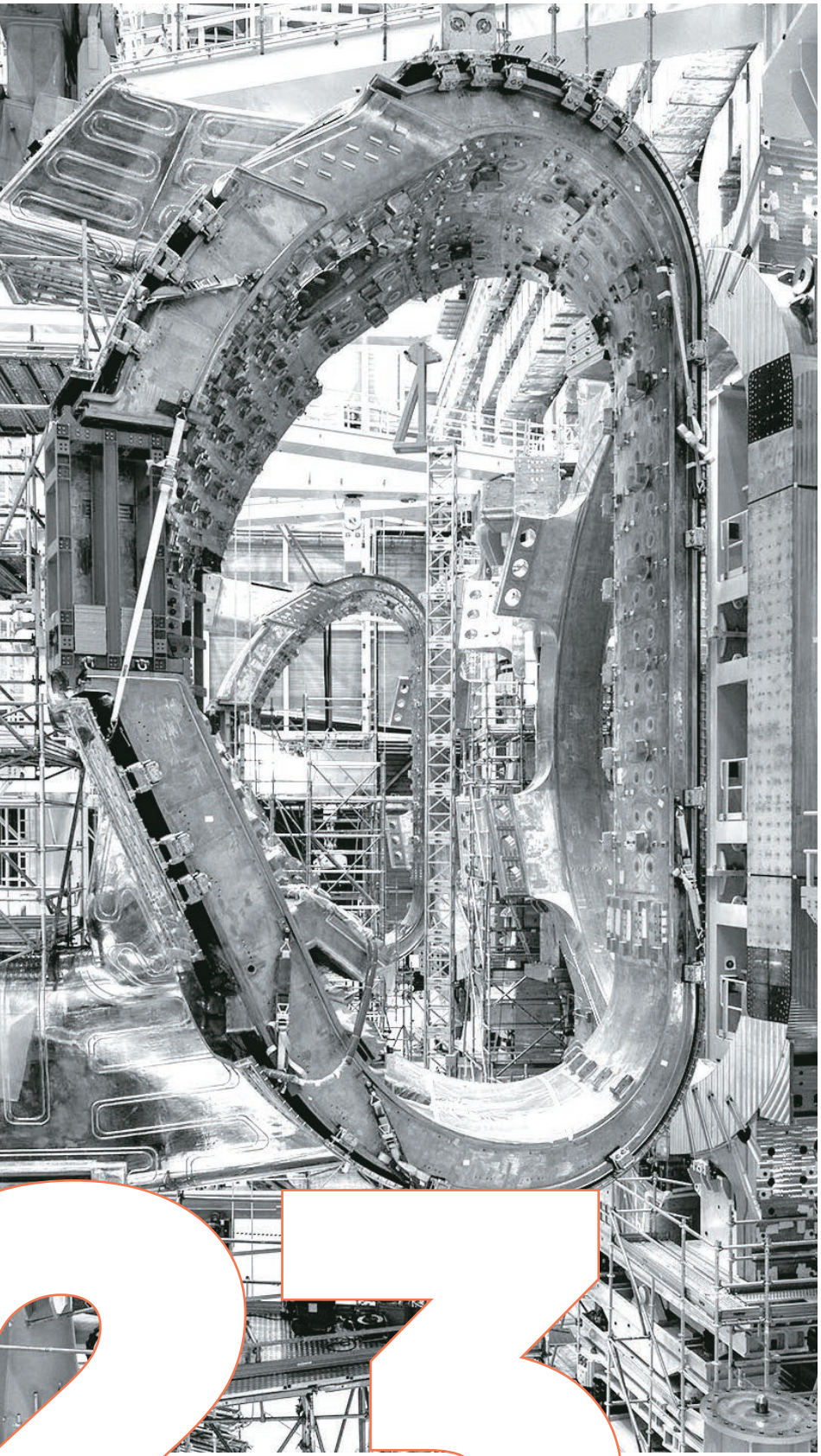
ITER ORGANIZATION

23



REPORT ON HUMAN RESOURCES

REPORT ON
HUMAN RESOURCES



1,102
NUMBER OF STAFF

115
RECRUITS
IN 2023

4.7%
STAFF TURNOVER

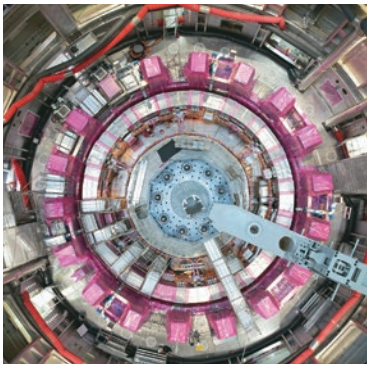
10.2%
STAFF PROMOTED

204
NUMBER OF ITER
PROJECT ASSOCIATES

2023

china eu india japan korea russia usa

CONTENT



ITER delegations represent the project at all the major fusion conferences worldwide. (Photo: SOFE 2023)

At the request of the ITER Council, the ITER Organization is implementing an action plan to improve equity and inclusion and increase the diversity of the staff, by ITER Member and by gender.

FOREWORD FROM THE HEAD OF HUMAN RESOURCES

We are pleased to share with you the ITER Organization 2023 Report on Human Resources.

I am introducing this report for the first time as Head of the Human Resources Division, after formerly acting in this role, and wish to share with readers some insights on our regular activities.

The purpose of the report is to provide statistics on the main activities undertaken by Human Resources as regards ITER Organization staff members and other personnel categories that we manage. Of course, it cannot give a full picture of the Division's scope or reflect the countless human exchanges between our division, managers, and staff on the many crucial aspects of employment at the ITER Organization.

While most of our work cannot be captured by simple statistics, this report is important for our stakeholders, for the general public, and for potential candidates who will gain information about the specificities of ITER Organization staffing through statistics on staff evolution, demographics, recruitment, mobility, learning and development, performance, rewards, absences, remuneration, and relocation. You will discover the tremendous diversity of the organization – both the occupational diversity and the personal attributes of our staff and their families who come from over 30 countries.

In 2023, the ITER Organization was fundamentally restructured with the creation of new departments and the appointments of Deputy Directors-General to support Director-General Pietro Barabaschi in his responsibilities. The new structure aims to enable staff members, in particular in the area of construction, to be matrixed from their unit of assignment to other units in support of dedicated projects. This requires ample preparation, and the Human Resources Division has played a central role in the transition period that is expected to last until at least 2025.

The year was also marked by the appointment of a Human Resources Officer in charge of Diversity, Equity and Inclusion (DEI). At the request of the ITER Council, the ITER Organization is implementing an action plan to improve equity and inclusion and increase the diversity of the staff, by ITER Member and by gender, with the ultimate goal of reinforcing creativity and team spirit and reflecting the international nature of the project. Initial progress in this direction is reflected in this report.

Additionally, Human Resources has revisited several important policies:

> Adherence to the ITER values has become a key element in annual performance assessment;

> Telework rules have been clarified to increase work on the ITER site with balanced levels of telework subject to managerial review. Direct managers were also granted the possibility of approving requests for remote work;

> Spot awards were created to offer staff members the possibility to vote for peers they think are deserving of extra recognition;

> In support of Legal Affairs, the Human Resources Division participated in the review of rules on conflict of interest and in the creation of a whistleblowing policy to support the creation of a "speak-up culture" in the project.

In addition to these high-level changes, our group managed and monitored a 3.1% increase in the number of staff by recruiting talented people from all ITER Members. To this end, the team supported hiring managers in evaluating more than 3,000 applications for 87 recruitments. When totalling external selections together with internal appointments, Human Resources managed 115 appointments in 2023.

Departures from the ITER Organization were lower in 2023 (4.7% vs 7.0% in 2022). Even though each departure is unique, the trends continue to be carefully monitored, with efforts deployed for retaining talent. Human Resources also managed 204 ITER Project Associates, 95 interim employees (up from 79 in 2022), and 134 interns.

I would like to express my sincere appreciation and gratitude to all those who took part in the human resources activities required to support the ITER Organization and the achievement of the ITER project goals. These accomplishments were made possible thanks to the professionalism and hard work of the entire Human Resources team and our colleagues at the ITER Organization and in the Domestic Agencies.

Sophie Gourod
St. Paul-lez-Durance
October 2024

A new spot award initiative—the ITER Star Awards—complements the annual recognition and rewards campaign for ITER staff by recognizing and rewarding colleagues across the ITER project, including non-staff categories, for exceptional accomplishments or behaviours that exemplify ITER values.

iter
china eu india japan korea russia usa

2023 HUMAN RESOURCES STATISTICS

GLOBAL STAFF METRICS ON 31 DECEMBER 2023

STAFF GROWTH

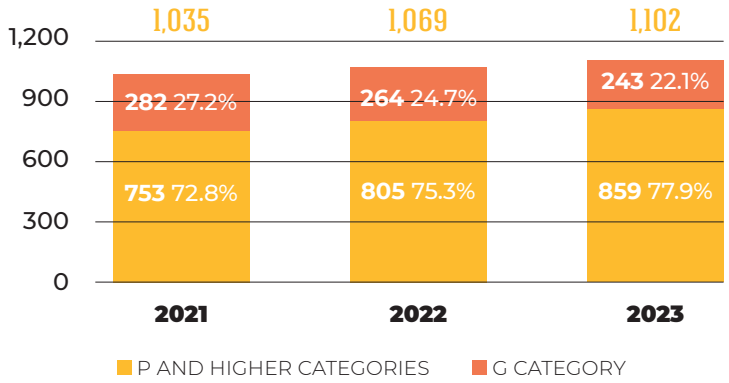
TOTAL STAFF: 1,102
(Including 15 TCWS*, 2 VAS*, 1 SCS-N*, 18 Post-Doc*, and 7 Seconded Officials)*

P AND HIGHER CATEGORIES: **77.9%**

G CATEGORY: **22.1%**

NUMBER OF STAFF INCREASED BY **3.3%** in 2023

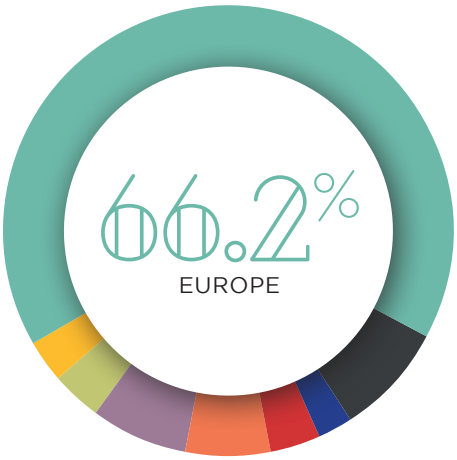
* See the Glossary (p22) for all definitions.



DISTRIBUTION OF STAFF BY MEMBER

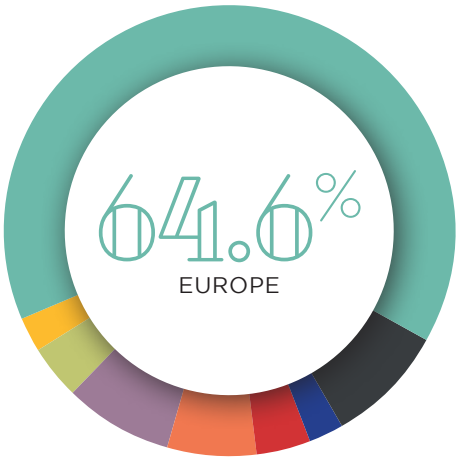
2022
IO staff 2022: 1,069

INDIA 2.4% | CHINA 8.1%
RUSSIA 7.2% | USA 3.4%
JAPAN 3.6% | KOREA 6.1%
OTHER 3.0%



2023
IO staff 2023: 1,102

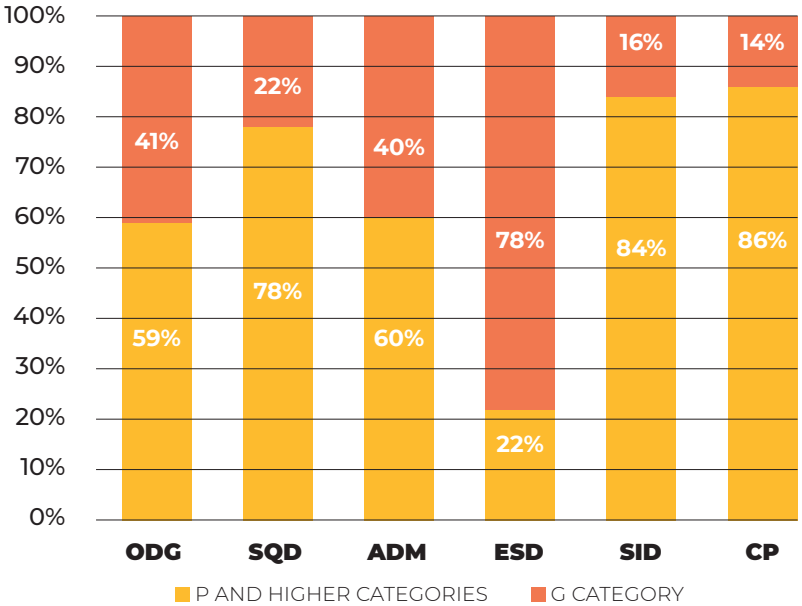
INDIA 2.5% | CHINA 8.7%
RUSSIA 7.9% | USA 3.8%
JAPAN 4.0% | KOREA 6.2%
OTHER 2.4%



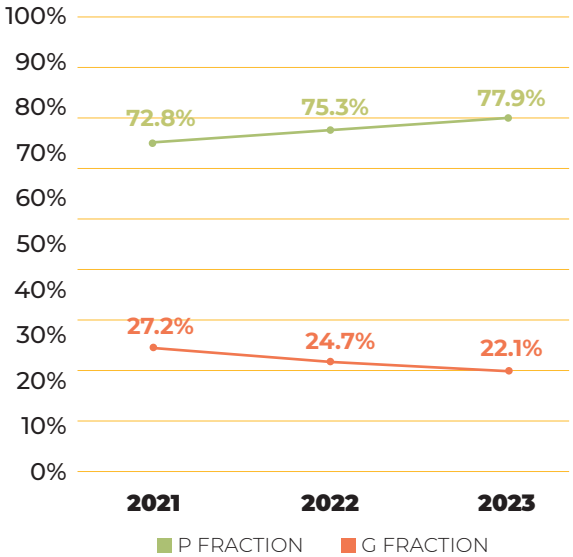
"Other" refers to one Swiss and one Ukrainian staff member following ITER Council consultation and approval, as well as UK staff.

DISTRIBUTION OF STAFF BY UNIT* AND CATEGORY

* See the Glossary (p22) for all definitions.



EVOLUTION BY CATEGORY



DISTRIBUTION OF STAFF BY GRADE AND GENDER

EVOLUTION BY GENDER

% OF ALL STAFF

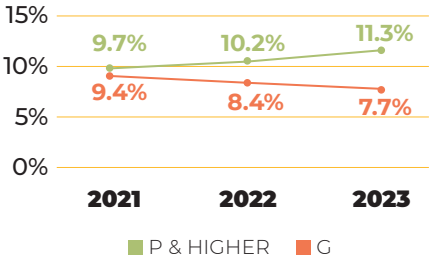
WOMEN IN G CATEGORY: **7.7%**

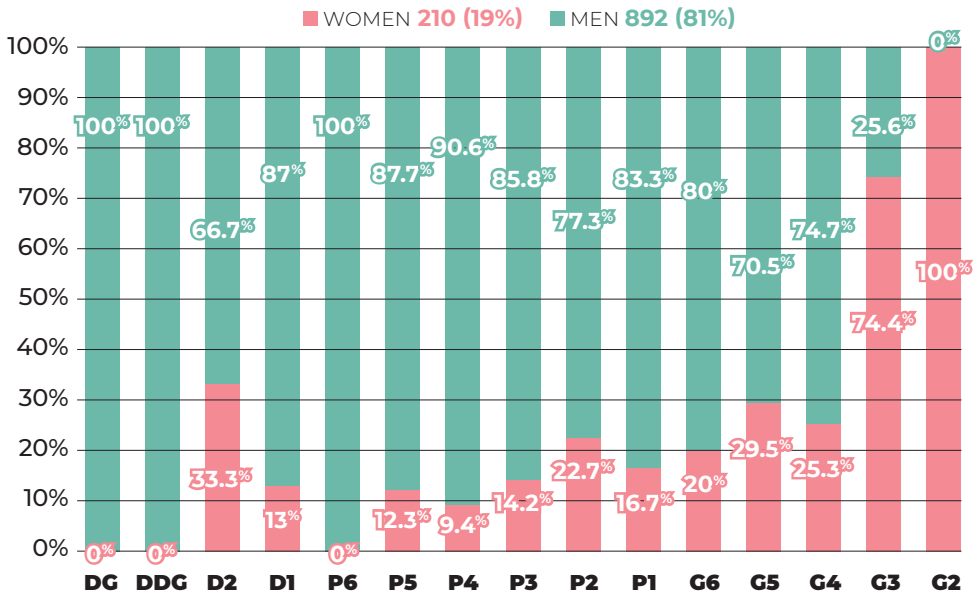
WOMEN IN P CATEGORY: **11.3%**

MEN IN G CATEGORY: **14.3%**

MEN IN P CATEGORY: **66.7%**

FEMALE GRADE EVOLUTION





DISTRIBUTION OF STAFF BY AGE AND GENDER

AVERAGE AGE OF ALL STAFF: 45.6

(0.3 increase against 2022)

END 2022: 45.3

WOMEN (199): **43.9 YEARS**

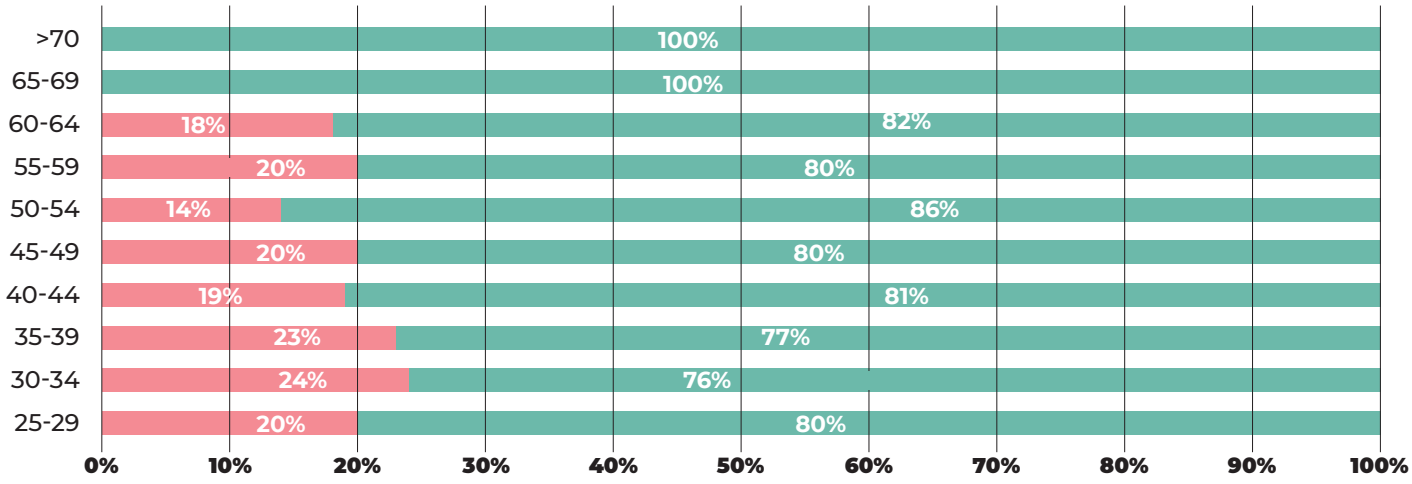
MEN (870): **45.6 YEARS**

AVERAGE AGE

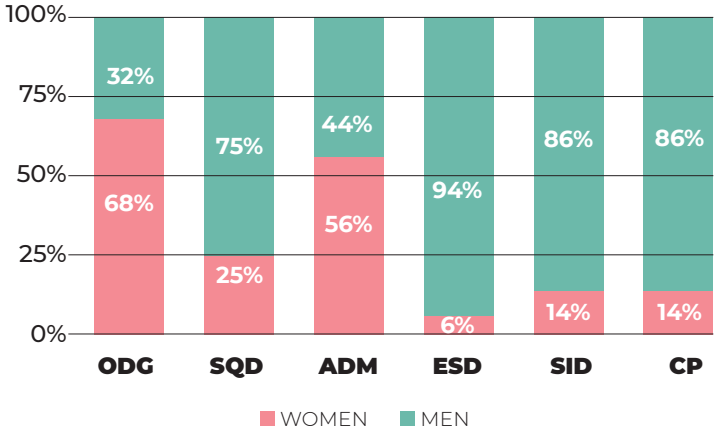
END 2023: 45.6

WOMEN (210): **44.1 YEARS**

MEN (892): **45.9 YEARS**



GENDER DISTRIBUTION BY UNIT



THE PROPORTION OF WOMEN IS HIGHER IN SUPPORT UNITS ODG AND ADM

OF 117 MANAGERS, 13 ARE WOMEN (11%)

In 2022, of 122 managers, 11 were women (9.0%)

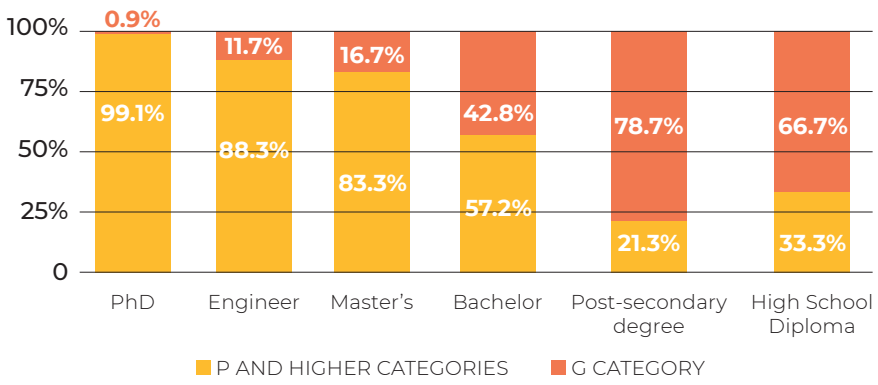
GENDER IN MANAGERIAL POSITIONS

GLOBAL STAFF METRICS IN 2023

EDUCATION PER CATEGORY

223 STAFF MEMBERS WITH A PHD (20.2%)

635 ADDITIONAL STAFF MEMBERS WITH A MASTER'S OR ENGINEERING DEGREE (57.6%)

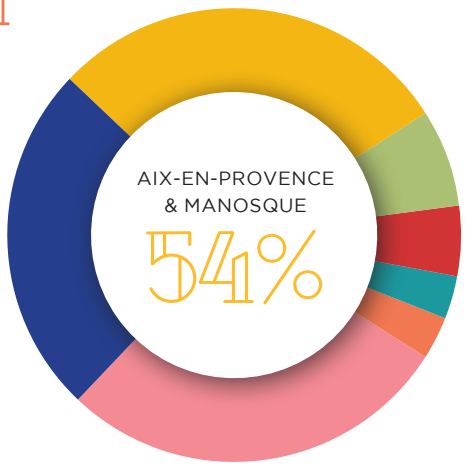


OTHER STAFF DATA

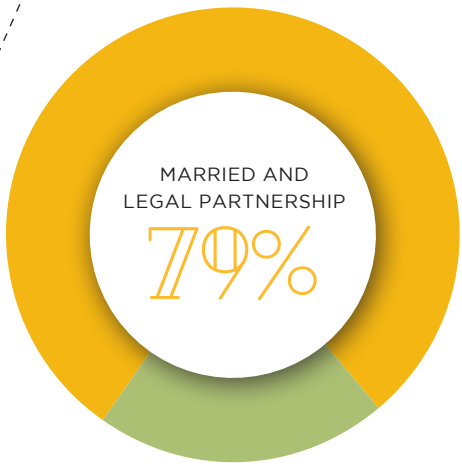
LOCAL RESIDENCE

AIX-EN-PROVENCE & MANOSQUE 54%

- MANOSQUE 29%
- AIX-EN-PROVENCE 25%
- VINON SUR VERDON 7%
- PIERREVERT 5%
- PERTUIS 3%
- VENELLES 3%
- OTHERS 28%



MARITAL STATUS



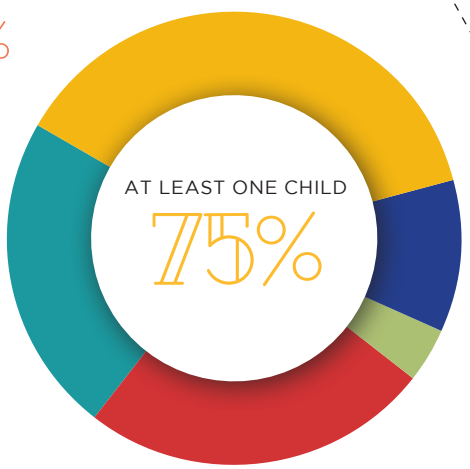
SINGLE 21%

NUMBER OF CHILDREN

STAFF MEMBERS WITH AT LEAST ONE DEPENDENT CHILD 75%

In 2022, 73% of the staff members had at least 1 dependent child.

- NO CHILD 25%
- 1 CHILD 23%
- 2 CHILDREN 38%
- 3 CHILDREN 11%
- 4+ CHILDREN 3%



Just over 25,000 people visited the ITER construction site in 2023 (216,836 people since 2007).

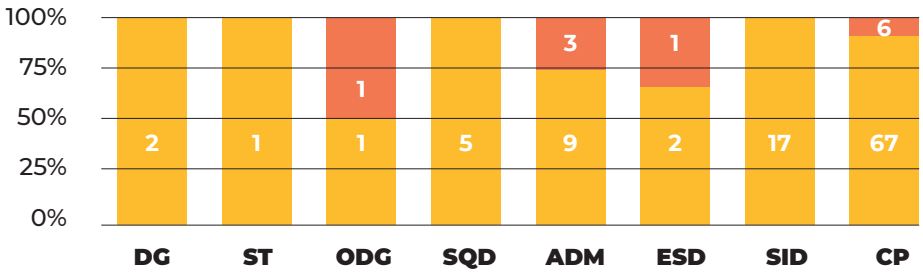
The realization of most of the project's unique components is the result of the cooperation between the team at ITER, technical responsible officers at the Domestic Agencies, and industry.

STAFF MOVEMENTS IN 2023

RECRUITMENT BY UNIT AND CATEGORY

TOTAL APPOINTMENTS 115
including 28 IO staff members (26 in 2022)
(138 APPOINTMENTS IN 2022)

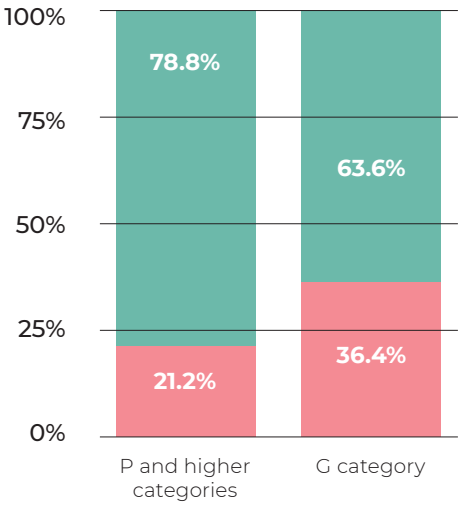
- P AND HIGHER CATEGORIES : **104** (90.4%)
- G CATEGORY: **11** (9.6%)



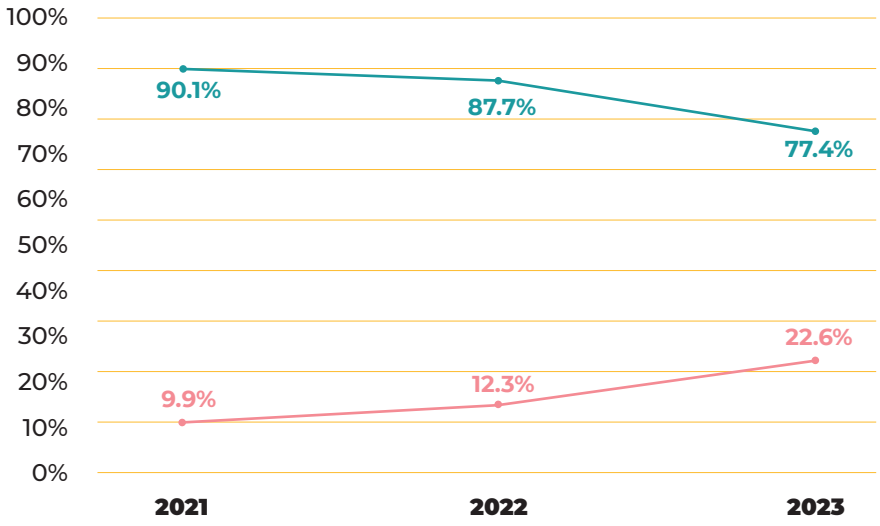
RECRUITMENT BY CATEGORY AND GENDER

TOTAL APPOINTMENTS 115

- WOMEN **26** (22.6%)
- MEN **89** (77.4%)



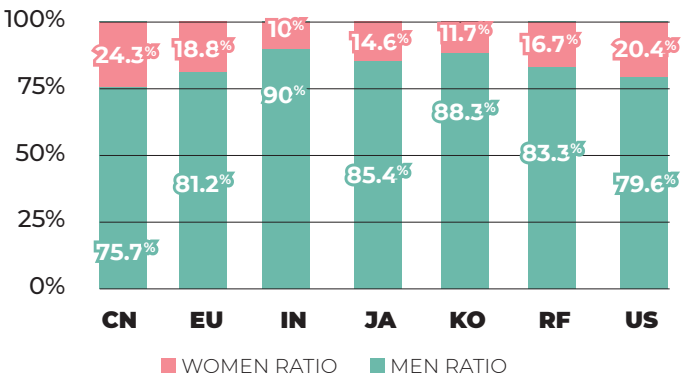
GENDER DISTRIBUTION IN RECRUITMENT



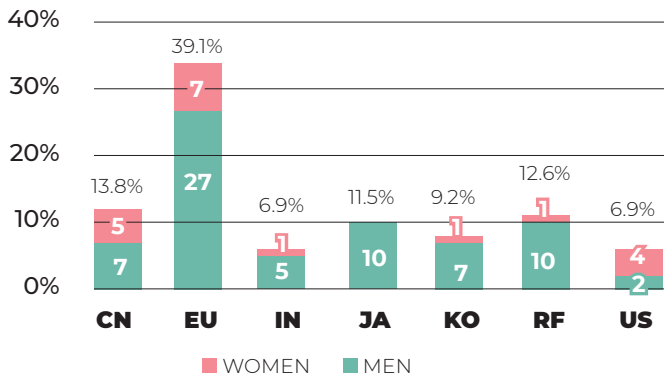
RECRUITMENT BY MEMBER

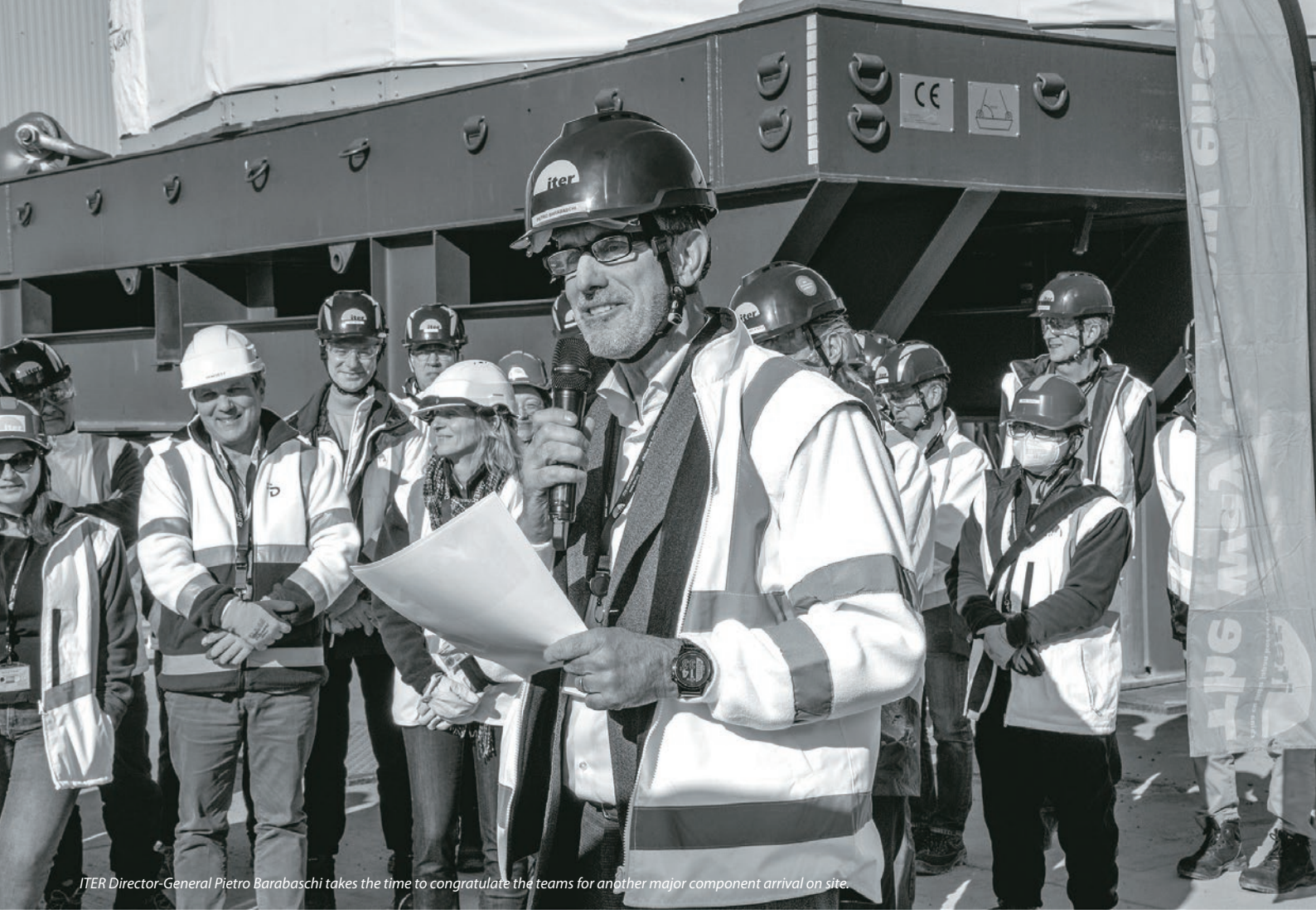
NOMINATED APPLICATIONS VERSUS APPOINTMENTS BY MEMBER IN 2023
RECRUITMENT OF NEWCOMERS: 87 / TOTAL NUMBER OF APPLICATIONS: 1,689

BREAKDOWN OF 2023 NOMINATED APPLICATIONS



BREAKDOWN OF 2023 APPOINTMENTS





ITER Director-General Pietro Barabaschi takes the time to congratulate the teams for another major component arrival on site.

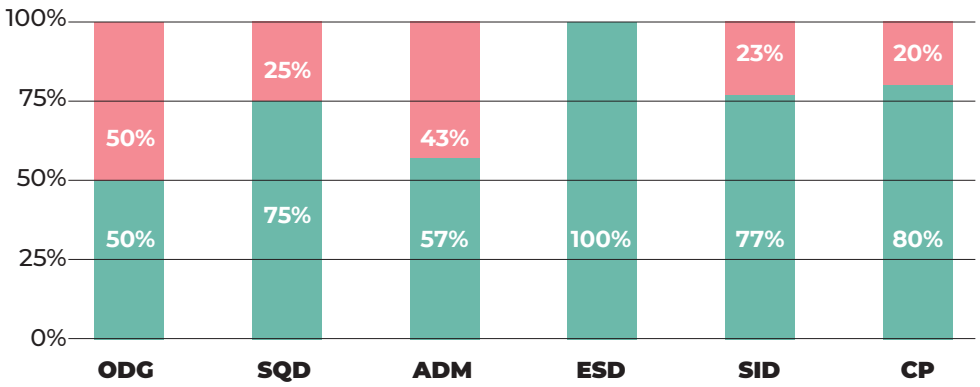
The ITER Council Science and Technology Advisory Committee (STAC) convenes at least once a year to discuss science and technology issues that arise in the course of ITER construction and operation.

STAFF MOVEMENTS IN 2023

RECRUITMENT BY UNIT AND GENDER

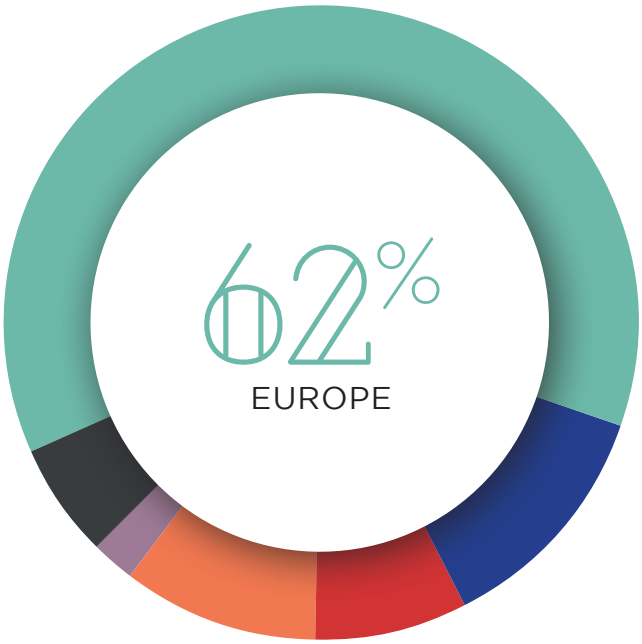
AVERAGE RATIO OF FEMALE APPOINTMENTS:
2023: 21.8% 2022: 13.5%

WOMEN
MEN



TURNOVER

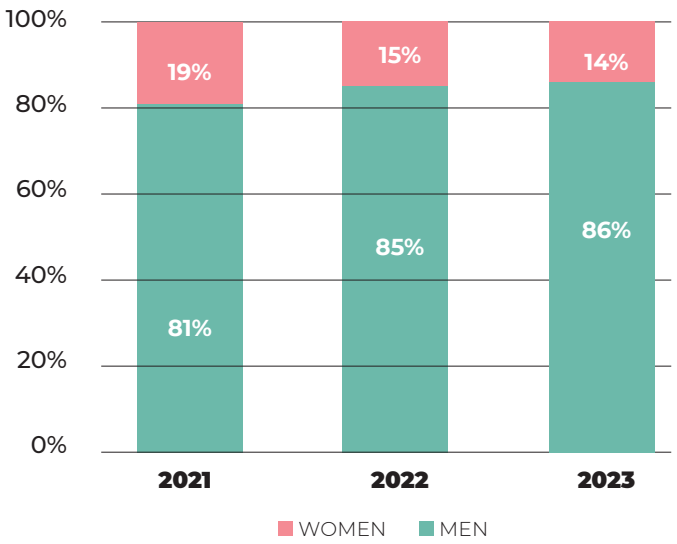
DEPARTURES IN 2023: 51 (73 in 2022)
GLOBAL TURNOVER: 4.7% (7.0% in 2022)



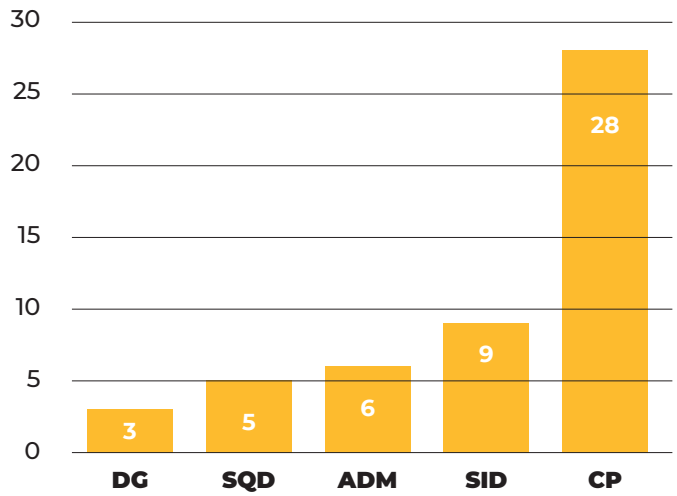
INDIA	CHINA	RUSSIA
12%	6%	2%

JAPAN	KOREA	USA
8%	10%	0%

PERCENTAGE OF DEPARTURES BY GENDER



NUMBER OF DEPARTURES BY UNIT/OFFICE



Visitors are a common sight at ITER every day, but on public Open Doors Days the visit program is specially designed for families.

The most exciting part of participating in the development of ITER components? Receiving the final product on site.

NON-ITER ORGANIZATION STAFF

ON 31 DECEMBER 2023

ITER PROJECT ASSOCIATES (IPA)

NEW EXPRESSIONS OF INTEREST PUBLISHED IN 2023: 86

APPLICATIONS RECEIVED FROM HOME INSTITUTES: **258**

65 IMPLEMENTING AGREEMENTS WITH HOME INSTITUTES (ALL MEMBERS REPRESENTED)

EVOLUTION IN NUMBER OF IPA: 2021 (244), 2022 (231), 2023: **204**

IPA BY MEMBER

2022

Total number of IPAs: 231

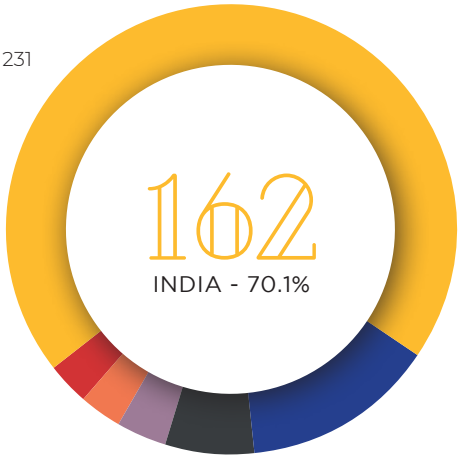
EUROPE 32 13.9%

CHINA 15 6.5%

RUSSIA 8 3.5%

KOREA 7 3%

JAPAN 7 3%



2023

Total number of IPAs: 204

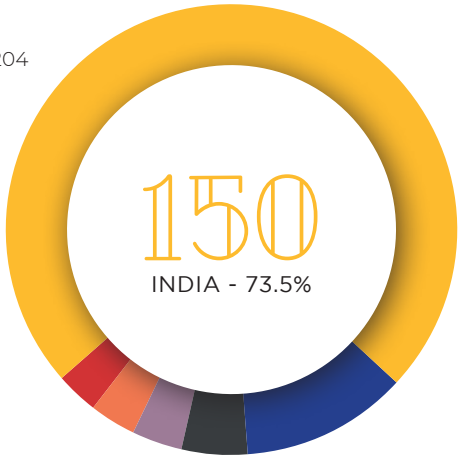
EUROPE 24 11.8%

CHINA 10 4.9%

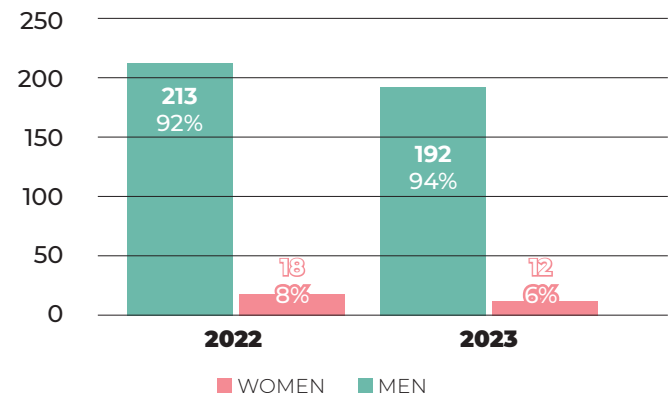
RUSSIA 7 3.4%

KOREA 7 3.4%

JAPAN 6 2.9%



IPA BY GENDER IN 2022-2023



International Women's Day in March.

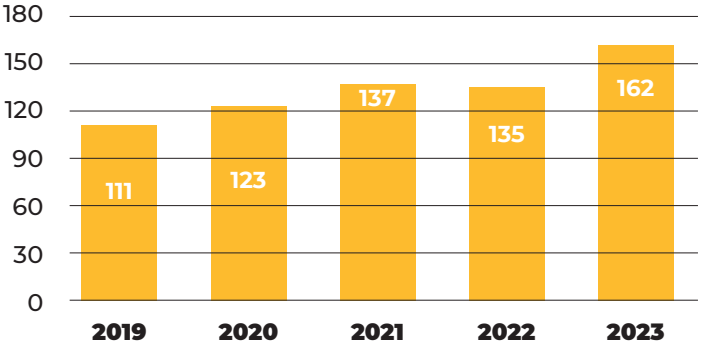
INTERIM STAFF

162 CONTRACTS MANAGED

TOTAL NUMBER OF INTERIM STAFF: **95** (79 in 2022)

TOTAL PAYMENT: **3,926,313 €** (vs 3,650,962 € in 2022)

NUMBER OF INTERIM CONTRACTS MANAGED 2019-2023



EXPERTS

NUMBER OF EXPERT CONTRACTS IN 2023: 14
(23 in 2022)

TOTAL AMOUNT OF PAYMENTS FOR EXPERT CONTRACTS IN 2023: **€217,214**

COST OF EXPERT CONTRACTS IN 2023*

SID	€ 136,000	CP/DIAG	€ 100,000
LGA	€ 50,500	HRD	€ 41,700
ODG	€ 12,000	SQD	€ 14,400
CP/HCD	€ 25,000		

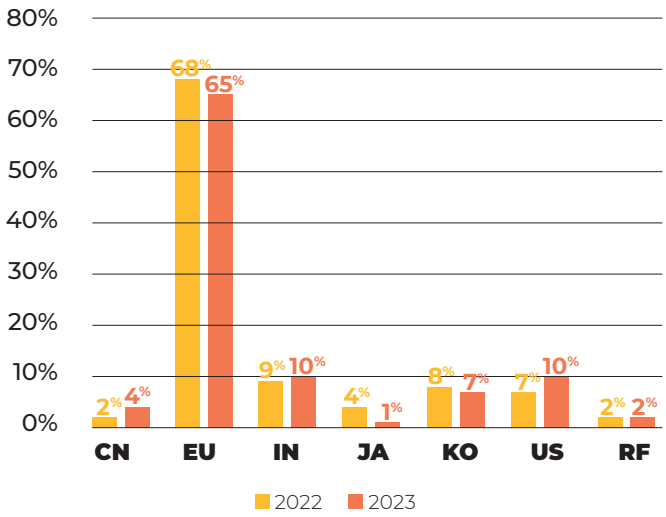
*Contracts ongoing may not necessarily be billed during the same year, hence explaining the difference between the payment and the cost figures.

COST OF EXPERT CONTRACTS IN 2023*

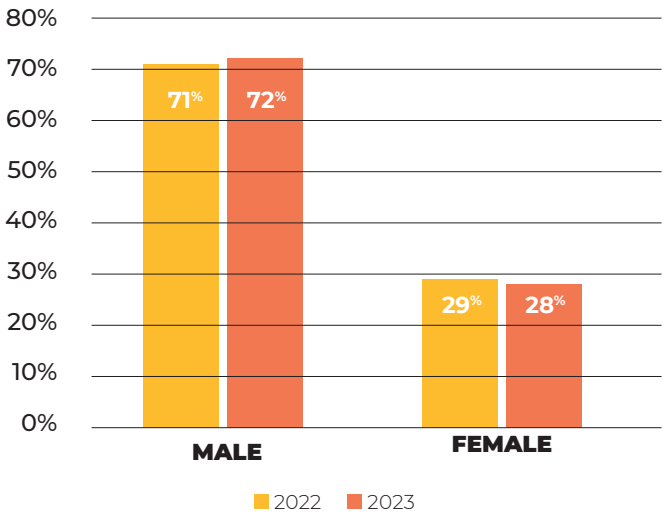
INTERNSHIP PROGRAM

INTERNS IN 2023 (ALL CATEGORIES*): 134
Interns in 2022 (all categories): 113

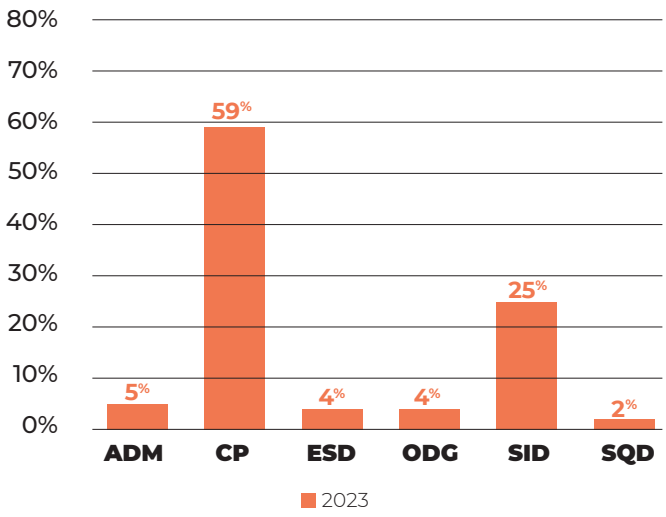
INTERNS BY MEMBER



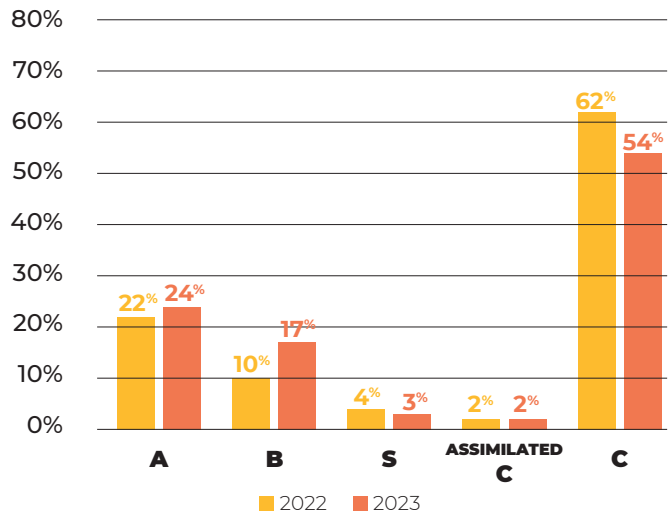
INTERNS BY GENDER



INTERNS BY UNIT



INTERNS BY CATEGORY



*For internship program categories see the Appendix (p22).

ITER personnel surveys and supervises all assembly work onsite (pictured: central solenoid assembly).

In September, ITER receives the visit of China's Minister of Science and Technology Wang Zhigang.

TRAINING IN 2023

KEY FIGURES

	2022 1,069 IO STAFF*	2023 1,102 IO STAFF*
NUMBER OF IO STAFF TRAINED (AT LEAST 1 TRAINING COURSE)	980	886
NUMBER OF PARTICIPATIONS	4,382	2,929
NUMBER OF HOURS OF TRAINING PROVIDED	18,013	12,605
TOTAL REGISTRATION COSTS K€ (HT) **	€655k	€280k

3.3
AVERAGE NUMBER OF COMPLETED COURSES / STAFF ***
(4 IN 2022)

€96 HT
AVERAGE COST PER PARTICIPATION
(€150 HT IN 2022)

4.3 HOURS
AVERAGE COURSE DURATION
(4 IN 2022)

€37k
MISSION COSTS RELATED TO TRAINING
(€13k IN 2022)

37.5%
OF TRAININGS WERE COMPLETED VIA ON-LINE TRAINING (E-LEARNING OR REMOTELY)

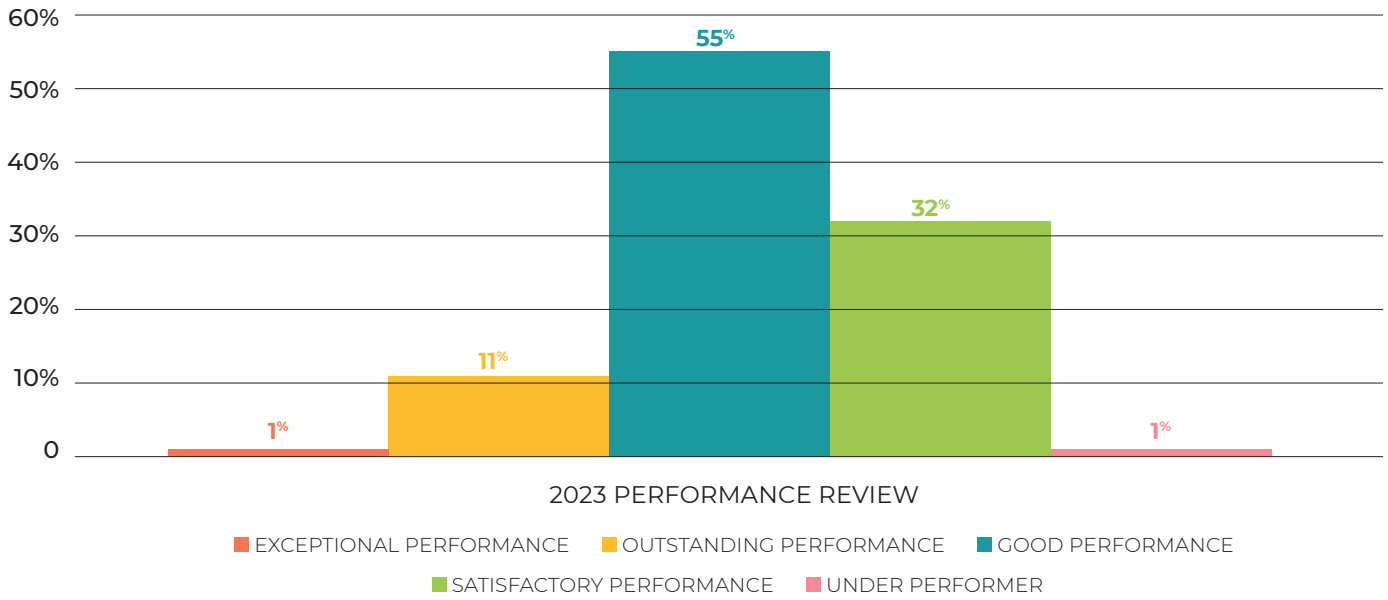
Construction on the ITER site has been underway since 2010. All major structures are in place except for the ITER Hot Cell.

* Annual average headcount over the year
** Expenses for completed sessions and the development of new modules (the training cost of internal trainers is not included)
*** Including e-learning classes completed and internal trainings on subjects like values, SmartPlant, I-Proc and Safety courses (i.e., PE/NPE or French Nuclear Regulations)

PERFORMANCE, REWARDS & RECOGNITION

IN 2023

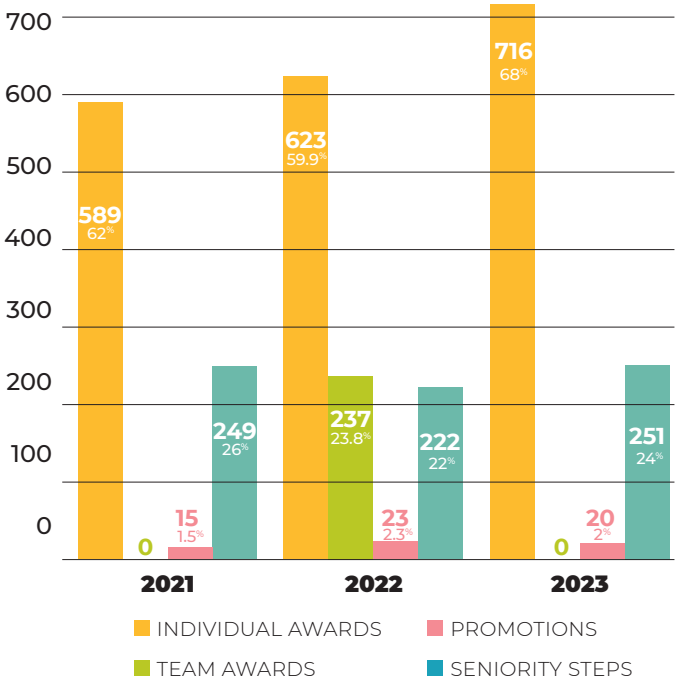
PERFORMANCE DISTRIBUTION



REWARDS AND RECOGNITION*

ELIGIBLE STAFF MEMBERS REWARDED IN 2023: 72.2% (2022: 69.8%)
(excl. competition and contract renewals)

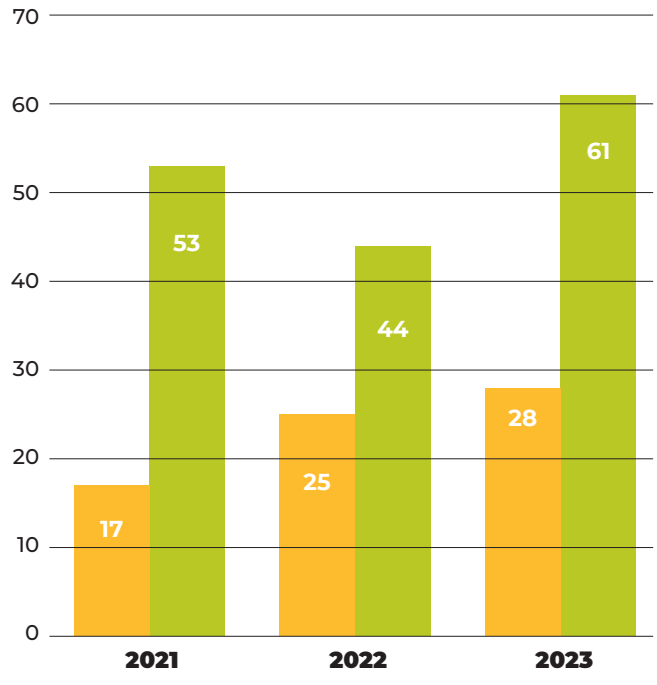
INDIVIDUAL STAFF AWARDS: (EXCL. PROMOTIONS)
2023: WOMEN **70%**, MEN **68%**
2022: WOMEN **60%**, MEN **61%**

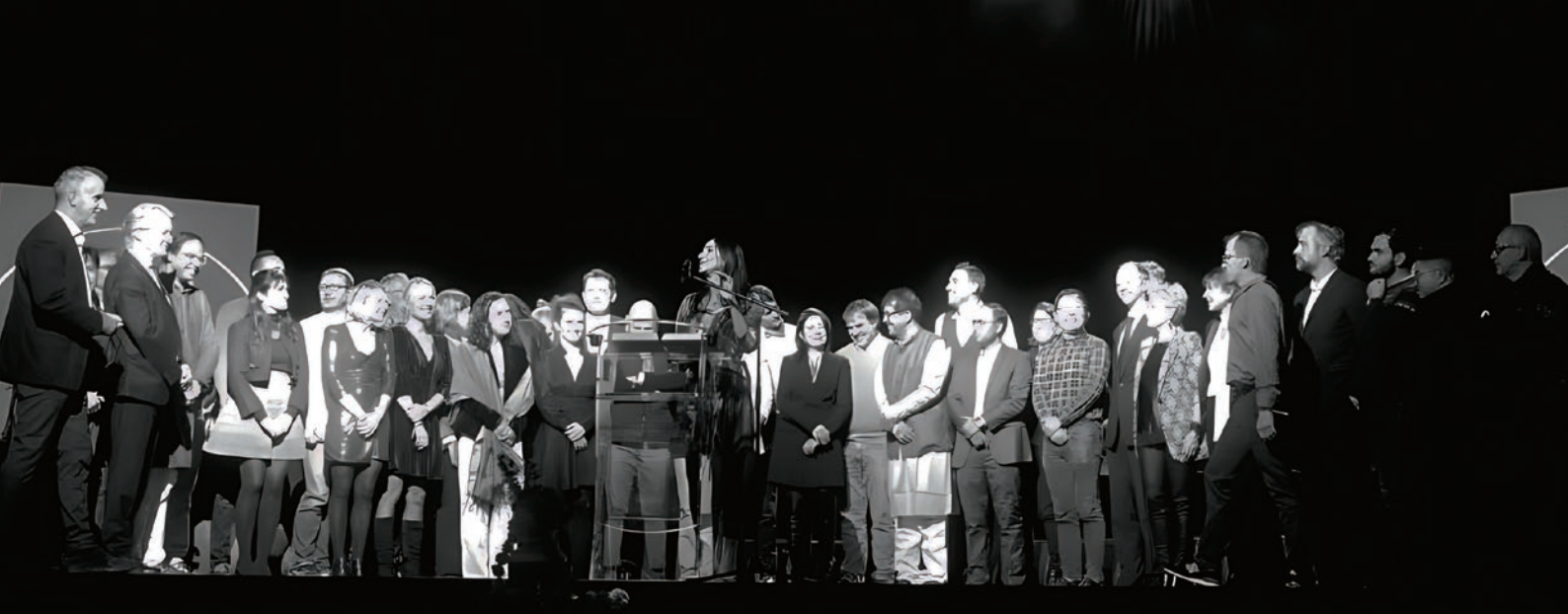


* Rewards and Recognition decisions are based in part on the annual performance results from the previous year

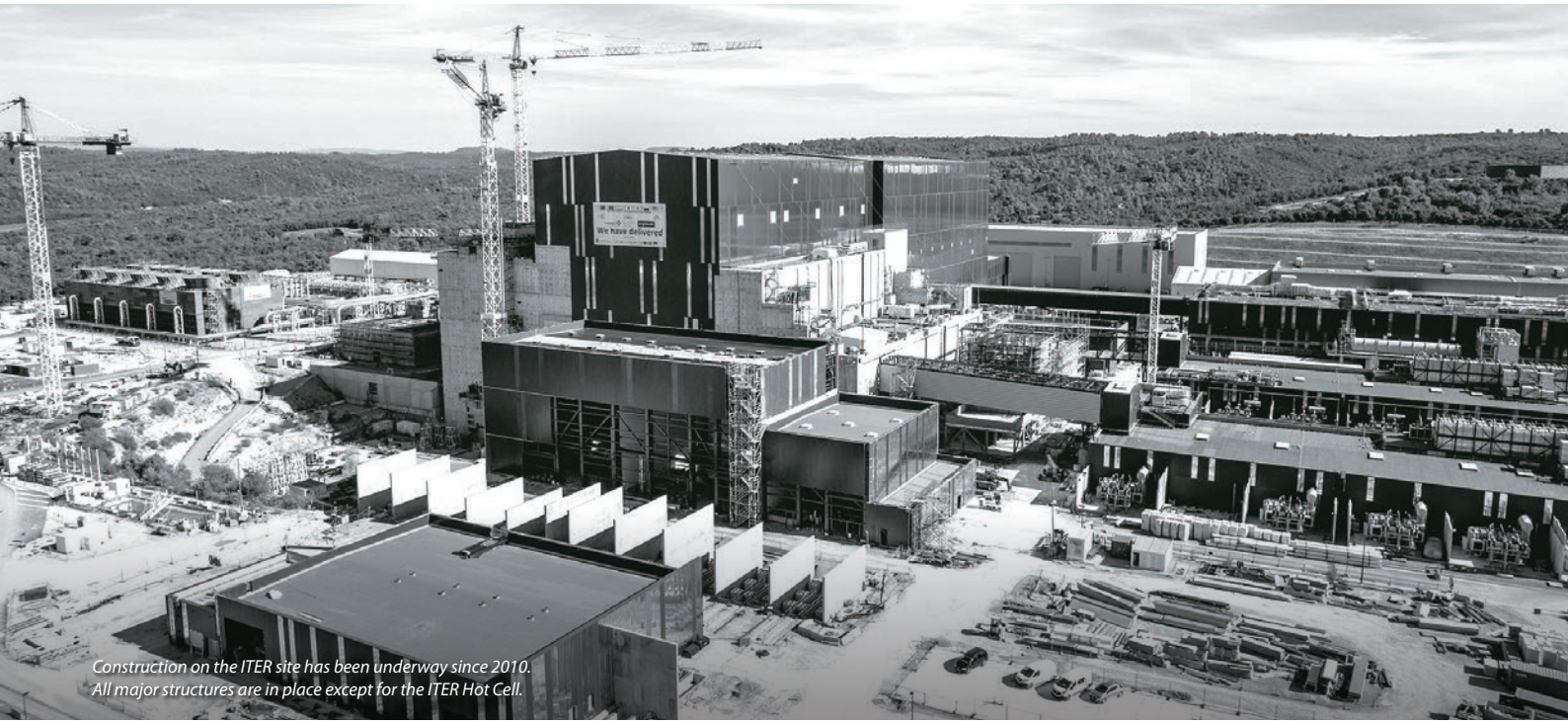
PROMOTIONS

STAFF PROMOTED VIA REWARDS & RECOGNITION, CONTRACT RENEWALS AND COMPETITION:
2023: **10.2%** (WOMEN 14.1%; MEN 9.3%)
2022: **8.7%** (WOMEN 10.2%; MEN 8.4%)





The annual ITER Achievement Awards pay tribute to the dedication of teams across the project by recognizing exceptional achievements.



Construction on the ITER site has been underway since 2010. All major structures are in place except for the ITER Hot Cell.

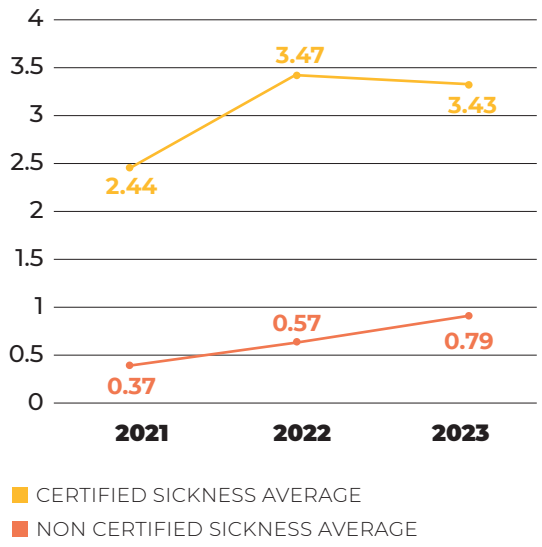
A 16-year effort to procure ITER's toroidal field coils ends in December with the delivery of the final D-shaped superconducting magnet.

STAFF ABSENCES

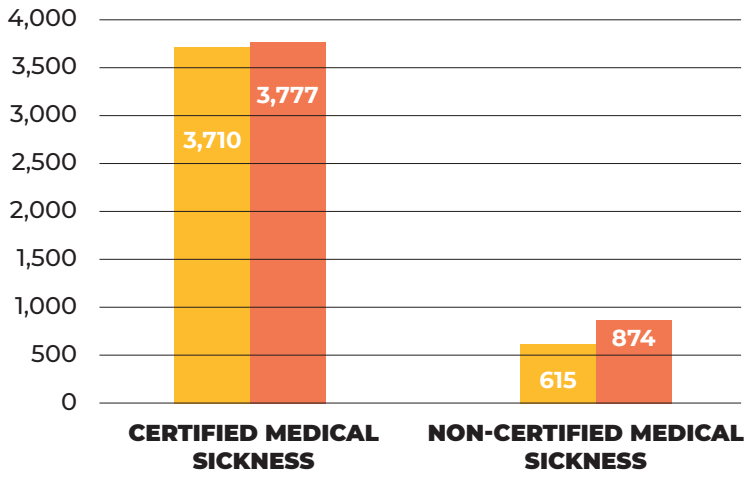
IN 2023

SICKNESS LEAVE

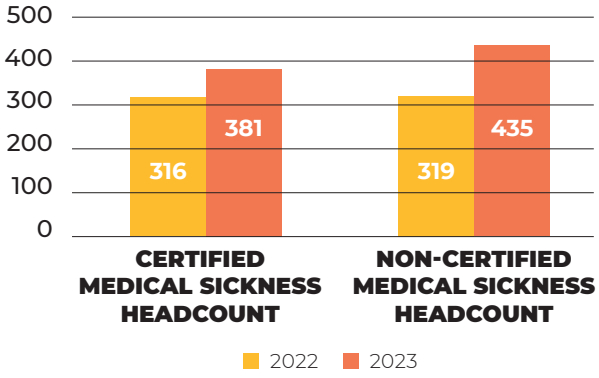
AVERAGE NUMBER OF DAYS OF SICKNESS PER STAFF MEMBER



DISTRIBUTION OF DAYS OF CERTIFIED AND NON-CERTIFIED SICKNESS



NUMBER OF STAFF WHO REQUESTED CERTIFIED AND NON-CERTIFIED SICKNESS LEAVE



NUMBER OF IO STAFF ON CERTIFIED SICKNESS LEAVE OF TEN DAYS OR MORE

80 IN 2022

93 IN 2023

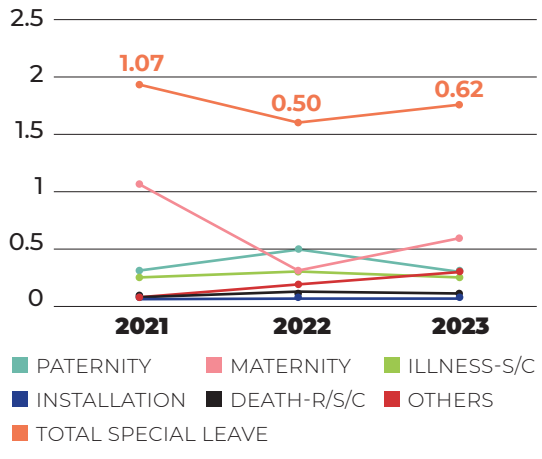
AVERAGE NUMBER OF DAYS OF SICKNESS PER STAFF WHO REQUESTED CERTIFIED SICKNESS LEAVE

3.47 IN 2022

3.43 IN 2023

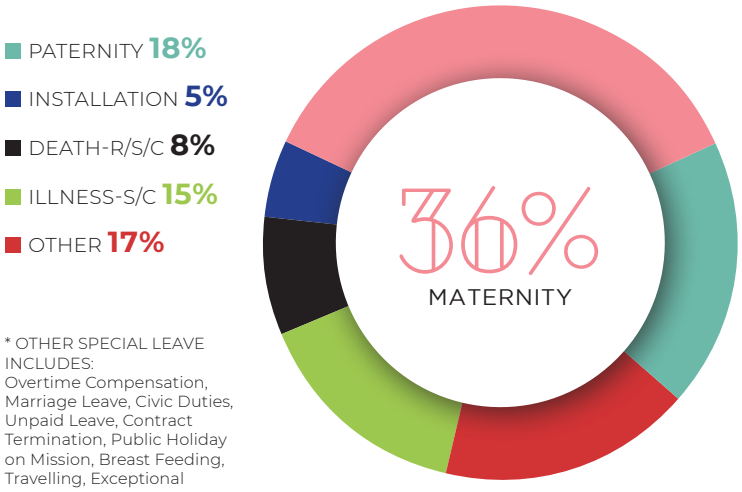
SPECIAL LEAVE

AVERAGE NUMBER OF DAYS OF ABSENCE FOR SPECIAL LEAVE PER STAFF MEMBER



DISTRIBUTION OF SPECIAL LEAVE BY TYPE

Average # of days per staff member



* OTHER SPECIAL LEAVE INCLUDES: Overtime Compensation, Marriage Leave, Civic Duties, Unpaid Leave, Contract Termination, Public Holiday on Mission, Breast Feeding, Travelling, Exceptional

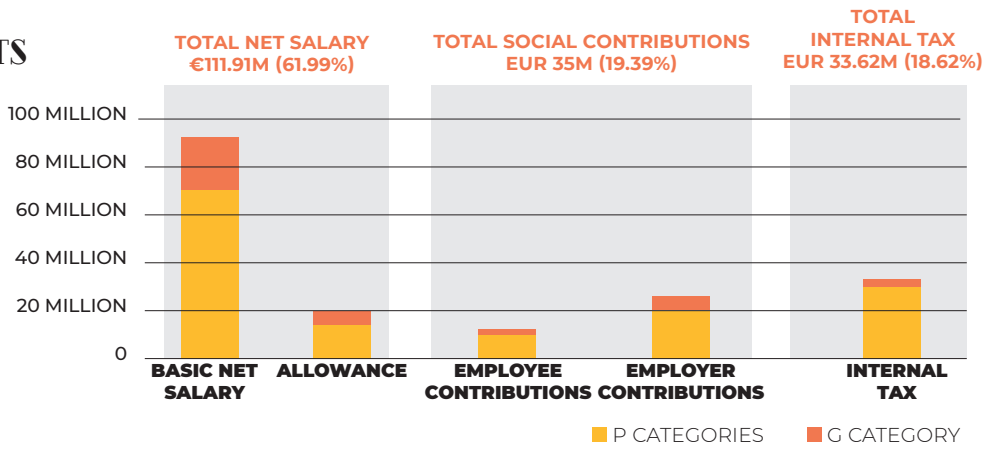
REMUNERATION AND BENEFITS

IN 2023

DETAIL OF LABOUR COSTS

TOTAL LABOUR COSTS: €180.54 MILLION
(net salary + social contributions + internal tax)

IN 2022
TOTAL LABOUR COSTS = EUR 154.51M
NET SALARY = EUR 94.12M
SOCIAL CONTRIBUTIONS = EUR 30.76M
INTERNAL TAX = EUR 29.63M

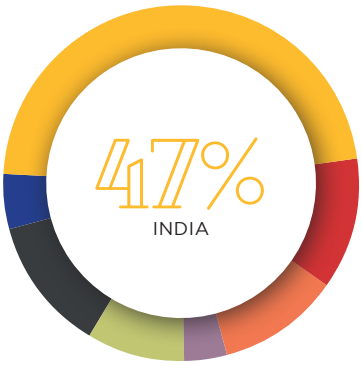


TRAVEL COSTS FOR INSTALLATION/DEPARTURE (TCA)

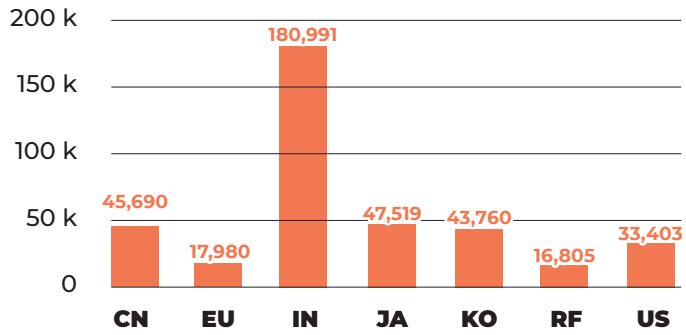
TOTAL TCA COSTS: €386,148 (€ 317,625 in 2022)
239 TCA REIMBURSEMENT REQUESTS (481 TRAVELLERS) (256 requests/479 travellers in 2022)
AVERAGE COST PER TRAVELLER : €824 (€ 663 in 2022)

DISTRIBUTION OF TCA COSTS

EUROPE 5%	CHINA 12%
RUSSIA 4%	USA 9%
JAPAN 12%	KOREA 11%



BREAKDOWN TCA COSTS (IN EUR)

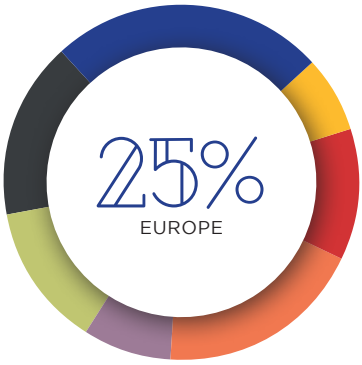


REMOVAL COSTS

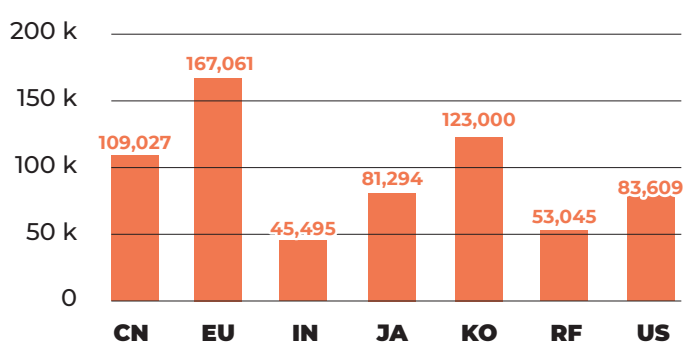
TOTAL REMOVAL COSTS: € 662,533 (€ 692,605 in 2022)
74 REMOVALS (88 in 2022)
AVERAGE REMOVAL COST : € 8,953 (€ 7,871 in 2022)

DISTRIBUTION OF REMOVAL COSTS

INDIA 7%	CHINA 16%
RUSSIA 8%	USA 13%
JAPAN 12%	KOREA 19%



BREAKDOWN REMOVAL COSTS (IN EUR)



GLOSSARY

Monaco-ITER Postdoctoral Fellows.

CATEGORY
ITER Organization (IO) staff belong either to the Professional (P Staff and higher) or the Support (G Staff) category.

COMPETITION (RECRUITMENT)
For recruitments, two types of competition exist: external (i.e., open to citizens of an ITER Member, including IO staff) or internal (i.e., open to IO staff under certain conditions).

MANAGEMENT (AND TOP MANAGEMENT)
A Managerial position is: Head of Office, Department, Division, Program, Section or Project. Top Management is restricted to Director-General (DG), Deputy Director-Generals (DDGs), Heads of Offices or Departments, and ITER Council (IC) Secretary.

MEMBER
The signatories to the ITER Agreement are: the People's Republic of China, Euratom, the Republic of India, Japan, the Republic of Korea, the Russian Federation, and the United States of America.

POST-DOCTORAL RESEARCHERS (POST-DOC)
Monaco Post-Doc: ITER welcomes Post-Doctoral Researchers, funded by the Monaco Fellowship program.

ITER Post-Doc: ITER welcomes ITER Post-Docs in numbers and for topics that are allocated every two years according to IO research topics and available resources, as funded by the IO.

Korea Post-Doc: The IO organizes a selection campaign once every year and advertises up to three post-doctoral positions (Korean nationality requirement), funded by the Korean Government.

STATUS
IO staff can be Directly-Employed (DES) or Seconded via Members or Domestic Agencies (DAs)

TURNOVER
The annual rate at which IO staff leave the IO. It is calculated as: (the number of departures/average headcount over the year) x 100.

TCWS, VAS AND SCS-N DEDICATED STAFF
Arrangements between the IO and the Domestic Agencies (DAs) to ensure that, at DA cost, dedicated IO staff are recruited and deployed for the Tokamak Cooling Water System (TCWS), Vacuum Systems (VAS) and Safety Control System for Nuclear (SCS-N).

ITER PROJECT ASSOCIATE (IPA)
IPAs are assigned to ITER by a Home Institute to support the project for a maximum of six years.

APPENDIX: INTERNSHIP PROGRAM CATEGORIES

CATEGORY A
Candidates are enrolled in the last two years of a postgraduate program at a university/school or institution running an educational program (e.g., the two last years of a Master's or equivalent in an engineering school). Selected interns are highly involved in IO activities and undertake a specific project under the supervision of an ITER staff member.

CATEGORY B
Candidates are enrolled in a Bachelor's degree or equivalent (two years post-secondary degree included). Selected interns contribute to projects or research in their field of study under the supervision of an IO staff member.

CATEGORY C
"Job shadowing" internships. This category is for English-speaking students enrolled at a secondary school or high school located in the country of one of the ITER Members where internships may be mandatory (e.g., 3ème and 2nde students in France).

CATEGORY S
Students shall either be pursuing a PhD at a university or an equivalent institution or be participating in a program in a scientific or technical field that has a special agreement with the IO (e.g., a Cooperation Agreement). Interns are highly involved in IO activities and undertake a specific project under the supervision of an IO staff member.

ASSIMILATED CATEGORY C (UNPAID/SIMPLIFIED A OR B):
Students enrolled as per Category A or Category B for a short duration (less than 2 months).

ABBREVIATIONS AND ACRONYMS

A

ADM Administration Department

C

CN-DA Chinese Domestic Agency
CP Construction Project
CP/HCD Construction Project/Heating & Current Drive
CP/DIAG Construction Project/ Diagnostics

D

DA Domestic Agency
DDG Deputy Director-General
DG Director-General

E

ESD Engineering Services Department
EU-DA European Domestic Agency

G

G STAFF Staff members of the General Services category

H

HRD Human Resources Division

I

IAS Internal Audit Service
ICS ITER Council Secretariat
IN-DA Indian Domestic Agency
IO ITER Organization
IPA ITER Project Associate
I-PROC Electronic procurement tool

J

JA-DA Japanese Domestic Agency

K

KO-DA Korean Domestic Agency

L

LGA Legal Affairs

O

ODG Office of the Director-General

P

PE/NPE Pressure Equipment/Nuclear Pressure Equipment
P STAFF Staff members of the Professional category and higher (management)

R

RF-DA Russian Domestic Agency

S

SCS-N Safety Control System for Nuclear
SID Science & Integration Department
SQD Safety and Quality Department
ST Science & Technology

T

TCWS Tokamak Cooling Water System

U

US-DA United States Domestic Agency

V

VAS Vacuum Auxiliary System

ORGANIZATION CHART

As of 31 December 2023.

ITER COUNCIL

INTERNAL AUDIT SERVICE
IAS

DIRECTOR-GENERAL
PIETRO BARABASCHI

DEPUTY DIRECTOR-GENERAL CORPORATE
DELONG LUO

DEPUTY DIRECTOR-GENERAL SCIENCE & TECHNOLOGY
YUTAKA KAMADA

ADM
ADMINISTRATION DEPARTMENT

LEGAL AFFAIRS

FINANCE & PROJECT CONTROL
- > ACCOUNTING, TREASURY & SYSTEMS
- > BUILDING & CONSTRUCTION PROJECT CONTROL
- > BUDGET MANAGEMENT
- > ENGINEERING & COMMISSIONING PROJECT CONTROL
- > FINANCIAL CONTROL

PROCUREMENT
- > CONSTRUCTION, ASSEMBLY & LOGISTICS
- > ENGINEERING, SCIENCE, OPERATION & CORPORATE

HUMAN RESOURCES
- > TALENT MANAGEMENT
- > HUMAN RESOURCES SERVICES

ESD
ENGINEERING SERVICES DEPARTMENT

DESIGN OFFICE
- > CAD INFRASTRUCTURE
- > CAD ACTIVITIES

ODG
OFFICE OF THE DIRECTOR-GENERAL

ITER COUNCIL SECRETARIAT

COMMUNICATION

SID
SCIENCE & INTEGRATION DEPARTMENT

SCIENCE
- > EXPERIMENTS & PLASMA OPERATION
- > PLASMA MODELLING & ANALYSIS

CENTRAL INTEGRATION
- > SYSTEM INTEGRATION
- > DATA MANAGEMENT
- > IT APPLICATIONS & DEVELOPMENT
- > IT SYSTEM & OPERATION
- > CONFIGURATION MANAGEMENT
- > DESIGN INTEGRATION
- > INTEGRATED ENGINEERING ANALYSIS

SQD
SAFETY AND QUALITY DEPARTMENT

NUCLEAR SAFETY

QUALITY MANAGEMENT

SECURITY AND SAFETY

CP
ITER CONSTRUCTION PROJECT

CONSTRUCTION PROJECT OFFICE

TOKAMAK PROGRAM
- > VACUUM VESSEL DELIVERY, REPAIR & WELDING PROJECT
- > MAGNET DELIVERY & COMMISSIONING PROJECT
- > VACUUM VESSEL THERMAL SHIELD & CRYOSTAT PROJECT

CONTROLS & INTEGRATED COMMISSIONING PROGRAM
- > DATA CONNECTIVITY & SOFTWARE PROJECT
- > FACILITY CONTROL SYSTEM PROJECT
- > CENTRAL CONTROL INTEGRATION PROJECT
- > INTEGRATED COMMISSIONING PROJECT

BUILDINGS & SITE MANAGEMENT PROGRAM
- > BUILDING SERVICE DELIVERY PROJECT
- > BUILDING WORKS DELIVERY PROJECT
- > CIVIL ENGINEERING AND INTERFACE PROJECT
- > BUILDING AND FACILITIES OPERATION PROJECT
- > CONSTRUCTION SITE MANAGEMENT PROJECT

DIAGNOSTICS PROGRAM
- > IN-VESSEL DIAGNOSTICS PROJECT
- > EX-VESSEL DIAGNOSTICS PROJECT
- > DIAGNOSTIC ENGINEERING PROJECT

NUCLEAR TECHNOLOGY PROGRAM
- > BLANKET PROJECT
- > DIVERTOR PROJECT
- > TRITIUM BREEDING BLANKETS PROJECT
- > HOT CELL & RADWASTE PROJECT
- > REMOTE HANDLING PROJECT

PLANT INSTALLATION PROGRAM
- > MECHANICAL INSTALLATION PROJECT
- > ELECTRICAL SYSTEMS INSTALLATION PROJECT
- > AUXILIARY SYSTEMS PROJECT
- > IN-FIELD ENGINEERING PROJECT
- > PLANT INSTALLATION COORDINATION PROJECT

MACHINE ASSEMBLY PROGRAM
- > IN-CRYOSTAT ASSEMBLY PROJECT
- > MACHINE ASSEMBLY TOOLS PROJECT
- > MACHINE ASSEMBLY COORDINATION PROJECT
- > IN-VESSEL ASSEMBLY PROJECT
- > SECTOR MODULES ASSEMBLY PROJECT
- > VV & PORT WELDING ASSEMBLY PROJECT

ELECTRICAL SYSTEM PROGRAM
- > IN-VESSEL COIL POWER SUPPLIES PROJECT
- > EX-VESSEL COIL POWER SUPPLIES PROJECT
- > ELECTRICAL POWER DISTRIBUTION PROJECT
- > SSEN & CABLE SYSTEMS PROJECT
- > MAGNETIC FIELD COMPATIBILITY PROJECT

PLANT SYSTEMS PROGRAM
- > FUELLING & WALL CONDITIONING PROJECT
- > TRITIUM PLANT PROJECT
- > COOLING WATER SYSTEM PROJECT
- > CRYOGENICS SYSTEM PROJECT
- > VVPSS & HMS PROJECT
- > VACUUM SYSTEM PROJECT
- > DISRUPTION MITIGATION SYSTEM PROJECT
- > MAGNET COLD TEST FACILITY PROJECT

HEATING & CURRENT DRIVE PROGRAM
- > ELECTRON CYCLOTRON PROJECT
- > ION CYCLOTRON PROJECT
- > NEUTRAL BEAM PROJECT

The ITER project site in southern France.

china eu india japan korea russia usa

ITER Organization Headquarters
Route de Vinon-sur-Verdon - CS 90 046
13067 St. Paul-lez-Durance Cedex

France

www.iter.org