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## WANO Policy | Job Profile

# Industry Leadership & Development Senior Advisor

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Hours per week:	37.5
Reporting Accountability:	IL&D Deputy Director
Reimbursement Level:	£113,000.00 per annum

The IL&D Senior Advisors' work assists the Industry Leadership & Development Programme by producing value-added products (including training materials) for regional centre and member use. They promote a systematic approach to training, ensuring member topics are addressed by IL&D activities, following analysis of the results of other WANO programmes.

### Main responsibilities of the Senior Advisor

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- Assist with the implementation of the IL&D Programme by:
  - Developing a framework and implementation guide for WPG-03 including identification of performance shortfalls, identification of IL&D solutions, and effective implementation of activities.
  - Developing and implementing documents in support of Leadership performance.
  - Developing and implementing materials for training sessions, workshops, and seminars related to leadership development and performance.
  - Representing the WANO London Office at meetings and conferences, as requested, and sharing information about London Office activities.
  - Evaluating the efficiency and effectiveness of programme functions and recommending improvements.
  - Assisting with the creation of the WANO annual report.
  - Ensuring IL&D information, such as schedules and documents, are updated and accurate on the WANO website.
- Support WANO regional centres with their IL&D activities by:
  - Analysing regional performance shortfalls, recommending IL&D solutions, and implementing activities to improve performance.
  - Providing oversight for workshops, seminars and training activities, including the development and analysis of programme metrics to measure effectiveness.
  - Developing training programmes to support the needs of WANO members using a systematic approach to training (SAT).
- Support implementation of Action for Excellence activities and transition plans by:
  - Completing actions of the WANO plan Action for Excellence Leadership Stream plan.
- Develop and support the training of WANO professionals to provide effective support of the members.
- Support development and conduct of leadership training activities for WANO members and staff.

## Personal Characteristics

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### Essential

- Excellent interpersonal (relationship) skills with a proven ability to communicate with peers at all levels.
- A proven ability to work effectively with people from different cultures and backgrounds whilst demonstrating sensitivity and respect to differences.
- A strong commitment to WANO's mission.
- The ability to adapt well to changing programme needs.

## Qualifications

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### Essential

- Excellent command of the English language, both verbally and written. As a minimum, certified English skills at C1 level of the Common European Framework of Reference for Languages (or equivalent) are required.
- Possess a degree in a technical or educational field.

### Desirable

- English skills at C2 level of the Common European Framework of Reference for Languages (or equivalent).

## Experience

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### Essential

- A minimum of 10 years experience in commercial nuclear power including a minimum of five years at a nuclear plant.
- A minimum of 5 years experience in management – preferably within the nuclear industry.
- Experience designing and implementing solutions for performance shortfalls.
- A high level of knowledge in a minimum of one reactor design type.

### Desirable

- Experience in developing and delivery of leadership training programmes.
- Understanding of leadership and organisational practices, analysis, and implementation.
- Experience with, or previous participation in, WANO programmes.
- Advanced skills in software such as Microsoft PowerPoint, Word and Excel.

## **Development Opportunities**

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After demonstrating a solid ability to deliver the role of a Senior Advisor there are a number of development opportunities available. The next logical role within WANO would be that of a Programme Manager in a regional centre or Programme Director in the London Office. Other possibilities include a corporate or site training manager at a member utility or involvement in leadership development.