



JOB PROFILE

Organisational Effectiveness & Diagnosis Manager

Hours per week: 37.5

Reporting Accountability: Organisational Effectiveness Director

The Organisational Effectiveness and Organisational Diagnostic (OR/OD) Lead is the primary point of contact for the Regional Centres for all communications and activities regarding the implementation of organisational diagnostic visits and improving overall industry organisational effectiveness.

Main Responsibilities

To lead implementation of the WANO Organisational Diagnostic process including:

- Maintaining the process document including updating with lessons learned as ODs are implemented throughout the Regional Centres.
- Developing and implementing materials for training sessions, workshops, and seminars related to Organisational Effectiveness and the Organisational Diagnostic process for both Regional Centre employees and member employees.
- Representing the WANO London Office at meetings and conferences, as requested, and sharing information about London Office activities related to leadership and organisational effectiveness.
- Providing oversight of ODs to ensure compliance and consistency in implementation between Regional Centres.
- Maintain knowledge of organisational effectiveness theories and practices and incorporate into WANO London Office and Regional Centre activities.

Support the WANO regional centres with their OD activities by:

- Participating, as needed, as an OR Consultant or Coach for Regional Centre organisational diagnostics.
- Analysing organisational performance shortfalls, recommending solutions, and implementing activities to improve member performance.
- Delivering organisational effectiveness sessions for WANO employees on identifying, diagnosing, and resolving organisational performance shortfalls.
- Develop and support the training of WANO professionals to provide effective support of the members.
- Support development and conduct of organisational performance training activities for WANO members and staff.

The above list of responsibilities is not exhaustive and WANO reserves the right to amend the post holder's responsibilities from time to time to support business needs.

Personal Characteristics

Essential

- Excellent interpersonal (relationship) skills with a proven ability to communicate with peers at all levels.
- Understanding and competence in conducting crucial conversations.
- Knowledge of techniques for diagnosing and interpreting organizational, leadership, and teamwork effectiveness.
- Understanding of the competing priorities at a nuclear station and how to focus the organisation in the key areas.
- Comprehensive knowledge of nuclear plant operation and specifically those items that have line of sight to the core.
- A strong commitment to WANO's mission and the ability to demonstrate the WANO London Office Behaviours (see Annex at page 4).

Desirable

- Knowledge of other WANO languages (Chinese, English, French, Russian, etc.) is an advantage.
- Understanding of leadership and organisational practices, analysis, and implementation.

Qualifications

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.
- Manager role held at Nuclear Power plant or Corporate office.
- Senior roles held at a nuclear power station in multiple departments.
- Degree in a technical field or organisational effectiveness/performance.

Desirable

- English skills at C2 level of the European Framework for Languages (or equivalent).
- Certification/qualification in organisational development or organisational effectiveness.
- Coaching/mentoring certification.
- Senior plant manager course or equivalent.

Experience

Essential

- Demonstrable nuclear industry experience at a nuclear plant.
- Proven experience in management within the nuclear industry – preferably in multiple functions.
- Experienced participating in coaching and support missions.
- Demonstrable experience of coaching and mentoring nuclear senior managers and leaders.

WANO | Job Profile

- Proven ability to work effectively with people from different cultures and backgrounds whilst demonstrating sensitivity and respect to differences.
- Proven ability to improve performance by observing behaviours, interpreting KPI's to identify and prioritise performance gaps, understand the drivers and oversee actions required to close.

Desirable

- Experience working at nuclear sites with varied technologies.
- Experience working across different countries/cultures.
- Experience coaching senior leaders on leadership skill impact and organisational performance.
- Experience leading WANO Support missions focused on manager and leader effectiveness.
- Experience participating on or leading organisational diagnostic missions.

Development Opportunities

This role has the potential to give the right candidate a wide range of experience working within an international organisation. This includes travel opportunities, working with a diverse group of people from various backgrounds and cultures, and positively impacting nuclear industry performance through influencing nuclear leaders around the globe. The successful candidate will be working with key leaders from all Regional Centres developing current and future WANO leaders, as well as providing strategic direction for industry leadership initiatives. After demonstrating a solid ability to deliver the role of Organisation Effectiveness & Diagnosis Manager, future roles could be a director in the London Office or key industry facing role in one of the Regional Centres.

Annex: WANO London Office Behaviours

