



JOB PROFILE

Industry Lead & Development Manager

Hours per week: 37.5

Reporting Accountability: Organisational Effectiveness Director

The Industry Leadership and Development Manager is the primary point of contact for the Regional Centres for all communications and activities regarding industry leadership and development including leadership documents, practices, standards, and performance. The Lead is also responsible for providing oversight, governance, and support for leadership and development activities including leading the Leadership Delivery Team.

Main Responsibilities

To lead implementation of the WANO Leadership Delivery Team – this would be achieved by:

- Developing and implementing documents in support of Leadership performance, development, and improvement.
- Developing and implementing materials for training sessions, workshops, and seminars related to leadership development and performance for WANO employees and members including the executive tiered leadership programme defined by the Action for Excellence Leadership Stream.
- Representing the WANO London Office at meetings and conferences, as requested, and sharing information about London Office activities related to leadership and leadership development.
- Developing and maintaining a Leadership Centre of Excellence including documents, practices, standards, performance, and benchmarking information.
- Maintain knowledge of leadership theories and practices and incorporate into WANO London Office and Regional Centre activities.

Support the WANO regional centres with their Leadership activities by:

- Analysing regional performance shortfalls, recommending solutions, and implementing activities to improve member leader performance.
- Providing support and oversight for leadership workshops, seminars and training activities, including the development and analysis of programme metrics to measure effectiveness.
- Developing and supporting the training of WANO professionals to provide effective support of the members.
- Supporting development and conduct of leadership 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/Supervisor role held at Nuclear Power plant or Corporate office.
- Degree in a technical field or organisational effectiveness/performance.

Desirable

- English skills at C2 level of the European Framework for Languages (or equivalent).
- Senior roles held at a nuclear power station in multiple departments.
- Certification/qualification in training materials development.
- Coaching/mentoring certification.

Experience

Essential

- Proven nuclear industry experience with demonstrable experience at a nuclear plant.
- Experience in management/supervision – preferably within the nuclear industry.
- Demonstrable experience participating in coaching and support missions.
- Demonstrable experience of coaching and mentoring nuclear workers and leaders.
- 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 effectiveness.
- Advanced skills in software such as Microsoft PowerPoint, Word, and Excel.
- Experience leading WANO Support or Peer Review 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 Industry Leadership & Development Lead, 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

