NUCLEAR WASTE MANAGEMENT ORGANIZATION
SOCIÉTÉ DE GESTION DES DÉCHETS NUCLÉAIRES

The ***Nuclear Waste Management Organization (NWMO)*** is responsible for the safe, long-term management of used nuclear fuel in Canada. The approach it is implementing, known as Adaptive Phased Management (APM), involves developing a centralized underground repository, supported by a robust social and technical research program in collaboration with Canadian universities, consultants and international waste management organizations.

Join our growing team of scientists, engineers and other professionals to work collaboratively with Canadians in implementing our management approach in a manner that safeguards people and respects the environment, now and in the future.

Manager, Used Fuel Packaging Plant

We are offering a challenging position at our Toronto headquarters (2 St. Clair Ave East). Reporting to the Director of Engineering, the successful candidate will provide technical, regulatory, and project management leadership in the area of used nuclear fuel handling and radioactive waste management. The candidate will lead a team of highly educated and motivated Scientists/Engineers/Technical Officers to help NWMO achieve its goals.

The candidate will have the responsibly and oversight for the design, development, and costing of the Used Fuel Packaging Plant (UFPP), a Class 1B Nuclear Facility, which will repackage 120,000 CANDU fuel bundles per annum into specialized containments, also known as the Engineered Barrier, for emplacement in a Deep Geological Repository (DGR) for Canada's used nuclear fuel. The Engineered Barrier consists of a bimetallic copper-steel Used Fuel Container enclosed in a compacted bentonite clay shell. The scope includes the full facility life-cycle: site preparation, construction, operations, decommissioning, and closure. This facility will need to consider and address the many challenges associated with used fuel handling including, but not limited to: waste acceptance criteria; equipment design/operation for radiological environments; manufacturing and packaging logistics; operations and human factors; radiation protection; safeguards; security; emergency management; solid and liquid radioactive waste management; and operational communications. This role will require strong leadership and technical ability, in addition to, a thorough understanding of project management principles and quality assurance best practice.

The candidate will also liaison with the public as well as federal, provincial, and international regulatory authorities and other stakeholders in support of future Impact Assessment and licensing activities.

Responsibilities

1. Ensure employee health and safety, supporting a strong safety culture and ensuring employee activities meet or exceed the health, safety and environment requirements as outlined in NWMO policies, procedures and standards.
2. Provide leadership and specialized technical expertise in an area of nuclear fuel handling and radioactive waste management including, but not limited to: nuclear facilities design, development, and costing.
3. Liaison with the federal, provincial, and international regulatory authorities and other stakeholders in support of future Impact Assessment and licensing activities.
4. Provide direction to staff, establish clear roles and responsibilities and annual performance objectives as well as provide regular performance feedback, coaching, mentoring and training.
5. Project and contract manage large, multi-disciplinary engineering contracts related to the Used Fuel Packaging Plant (UFPP) design; as well as, the fields of: radiological and hazardous waste management; fuel handling, inspection, and packaging; defective and damaged fuel; etc. including: RFP development; bid evaluation; quality assurance and work plan development; project kick-off; monitoring of contractor performance against plan, schedule, and costs; risk management; reviewing technical deliverables; and contract close-out.
6. Provide technical oversight of the used fuel handling and radiological waste facilities at the APM DGR design and costing for full facility life-cycle (e.g. site preparation, construction, operations, etc.).
7. Ensure engineering change control processes are used to manage changes/modifications; review and update the suite of design documentation in accordance to NWMO governance.
8. Perform quality assurance checks as required i.e., verification and technical reviews on design documentation, engineering calculations and/or engineering drawings.
9. Ensure that all work activities reflect an awareness of and compliance with regulatory requirements, adhere to applicable national and international codes & standards, are consist with industry best practice, and meet NWMO's quality requirements.
10. Develop plans, procedures and other documents that support governance; evaluate and improve business processes and procedures to enhance quality, efficiency and output.
11. Provide input to NWMO annual technical reports, business plans and quarterly reports and as required.
12. Establish short and long term business plans, strategies, and budgets to meet organizational and departmental objectives.
13. Develop and manage departmental budget. Make business decisions that are financially responsible, justifiable and defensible in accordance with NWMO policies and procedures
14. Manage staff to ensure that there are sufficient qualified resources to deliver the research and development program.
15. Communicate regularly with all levels of internal contacts within the organization to understand and resolve competing priorities, and obtain or provide agreed information.
16. Represent the NWMO and provide technical information and subject matter expertise to federal, provincial, and international regulatory authorities and various stakeholders including siting communities. Example forums include presentations, plenaries, workshops, work groups, etc.
17. Perform other duties as required.

Qualifications

Minimum Experience:

- A four-year university degree in a relevant engineering discipline, or an equivalent level of experience.
- 12+ years of relevant leadership or related subject matter experience.
- Demonstrated experience in planning for and/or executing large-scale projects, preferably related to the used fuel handling, with experience showing increasingly complex responsibilities.
- Demonstrated experience managing direct reports and/or project team.
- Contract management of multi-million dollar design contracts.
- Project management, including planning, resourcing, schedule tracking and risk management techniques, of large projects.
- Knowledge of Canadian nuclear technology and/or CANDU fuel characteristics and integrity.

Desired Experience:

The ideal candidate will have the following experience; however, those with lesser experience should not hesitate to apply:

- Direct experience with system and/or equipment design, fabrication, testing, and operations for use in radiological environments. Hot-cell design and/or operational experience would be considered a valuable asset.
- Direct experience in performing or managing the design, fabrication, inspection, commissioning, and engineering change management processes for nuclear equipment and SSCs.
- Direct experience supporting Class I Nuclear Facility Design Basis; including managing and developing associated safety/design related documentation (e.g. Design Requirements, Design Descriptions, Calculations, Technical Specifications; etc.).
- Knowledge of Canadian nuclear and international regulatory requirements for Class I Nuclear facilities and/or experience in developing materials for regulatory submissions.
- Knowledge of radiation protection, security, safeguards, probability safety or risk assessment, emergency response, nuclear criticality; as it relates to the operation of a Class I nuclear facility.
- Familiarity with CSA N286 and ISO 9001.

Other Requirements/Abilities:

- Highly motivated individual dedicated to excellence; they always get the job done.
- Strong organizational skills with the capability to prioritize work to meet established deadlines.
- Strong interpersonal skills and demonstrated ability to work within and lead a multi-disciplinary team.
- Ability to read, analyze and interpret technical specifications and procedures, governmental regulation, policies and procedures and technical reports.

- Must be able to communicate effectively in both oral and written form and have excellent professional presentation skills to present information and respond to questions from public officials, contractors, the public and other stakeholders.
- Self-directed learner who displays initiative, problem recognition, synthesis and problem solving ability.

Must be eligible to work in Canada and must be able to meet security clearance requirements.

This position may require some travel and over time.

We offer a competitive salary and health care benefits package.

The NWMO is committed to contribute to reconciliation in all its work by co-creating a shared future built on rights, equity and well-being. As an employment equity employer NWMO actively seeks Indigenous peoples, visible minorities, women, people with disabilities, and additional diverse identities for our workforce. The NWMO will provide accommodation to applicants with disabilities. If you require accommodation, please **Contact Us**.

Please submit your application via e-mail by March 22, 2020 quoting ***Manager, Used Fuel Packaging Plant*** to: **Employment@nwmo.ca**