Attracting and Retaining Talent in the Global Nuclear Industry
Agenda

- Relocation
- Payroll
- Contracts
Introduction to Thomas Thor Associates

What type of people do we recruit?
- Executives
- Commercial
- Business Dev.
- Engineering
- Safety
- Regulatory
- Technology
- Support Services

Which organisations do we recruit for?
- Governments
- Regulators
- Operators
- Utilities
- Supply Chain
- Consultancies
- Legal

What services do we provide?
- Headhunting
- Staff Recruitment
- Temporary Contracts
How are we different to other Human Resource providers?

- Absolute focus in nuclear
- Local networks and presence in many developed nuclear countries
- Experts in international relocation of nuclear professionals
- Track record of successful delivery in nuclear.
Projects and plants where we provide HR & Recruitment services

**NPP New Build:**
- France
- UK
- Finland
- Poland
- Slovakia
- Russia
- UAE
- Saudi Arabia

**Decommissioning:**
- EU-27 Countries
- Japan

**Lifetime Extension and Operation:**
- Sweden
- South Korea
- Belgium
- France
- UK

**Research Projects:**
- ITER
- MYRRHA
- PALLAS
HR Capacity Building Best Practice
&
Lessons Learned
ITER – 500 staff, 31 nationalities

- Establishment of ‘Domestic agencies’
- Engagement with ‘Domestic Agencies’
- “Excellence attracts excellence”
- Proactive project promotion
- International relocation friendly
- Decentralised process = more time
- “Fair distribution” challenge

“An international project to design and build an experimental fusion reactor based on the "tokamak" concept.”
China – Nuclear New Build

- New build programme since the 1990’s
- Migration of ‘best and brightest’ to nuclear from other industries
- Hired Supply Chain for Technology Transfer
- Hired Supply Chain for Knowledge Transfer
- Low reliance on long term expat knowledge workers
- Full localisation of the industry and infrastructure takes a long time
United States – Nuclear New Build

• Nuclear new build started again after long break in 2008

• Dissection of all disciplines – Nuclear (regulatory, C&I, Fuel, Waste etc) and Non-Nuclear (Construction, Engineering, Project Support etc)

• Focus on Training, Supervision and Work Control

• Competition challenge (eg. Coal plant refurbs, post hurricane recon.)

• Strong feeders of new entrants to the nuclear industry (Colleges, Community Colleges, Unions and Military)
Effective Recruitment &
HR Capacity Building
The Need for Nuclear Expertise on a Nuclear Programme

Nuclear

Non-Nuclear Core Skills
Effective Recruitment & HR Strategy

- Distinctly separate strategies for Nuclear and Non-Nuclear
- Engagement with nuclear communities
- Investment in the people managing the recruitment process
- Selecting the right supply chain
Recruiting ‘Non-Nuclear’ Candidates

- Analysis of supply and demand
- Identify differentiators (longevity of project, interesting nature of work etc)
- Online and offline recruitment (local and international) managed by recruiters
- Efficient and timely interview process
- Time and cost advantages through volume.
Recruiting ‘Nuclear Experts’

- Detailed job descriptions written by nuclear experts
- People with strong nuclear knowledge involved throughout recruitment process (internal and external) – ‘Excellence attracts excellence’
- ‘Best Athlete’ recruitment approach – passive and active candidates
- International search
- Higher investment in each case.
Summary

Excellence Attracts Excellence

Separate Strategies for Nuclear and Non-Nuclear

Be Ready to Compete

Invest in Strong Recruitment Capability

Relationships with Nuclear Communities
Thank You

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Recruitment and Consulting in Nuclear