



ROSATOM



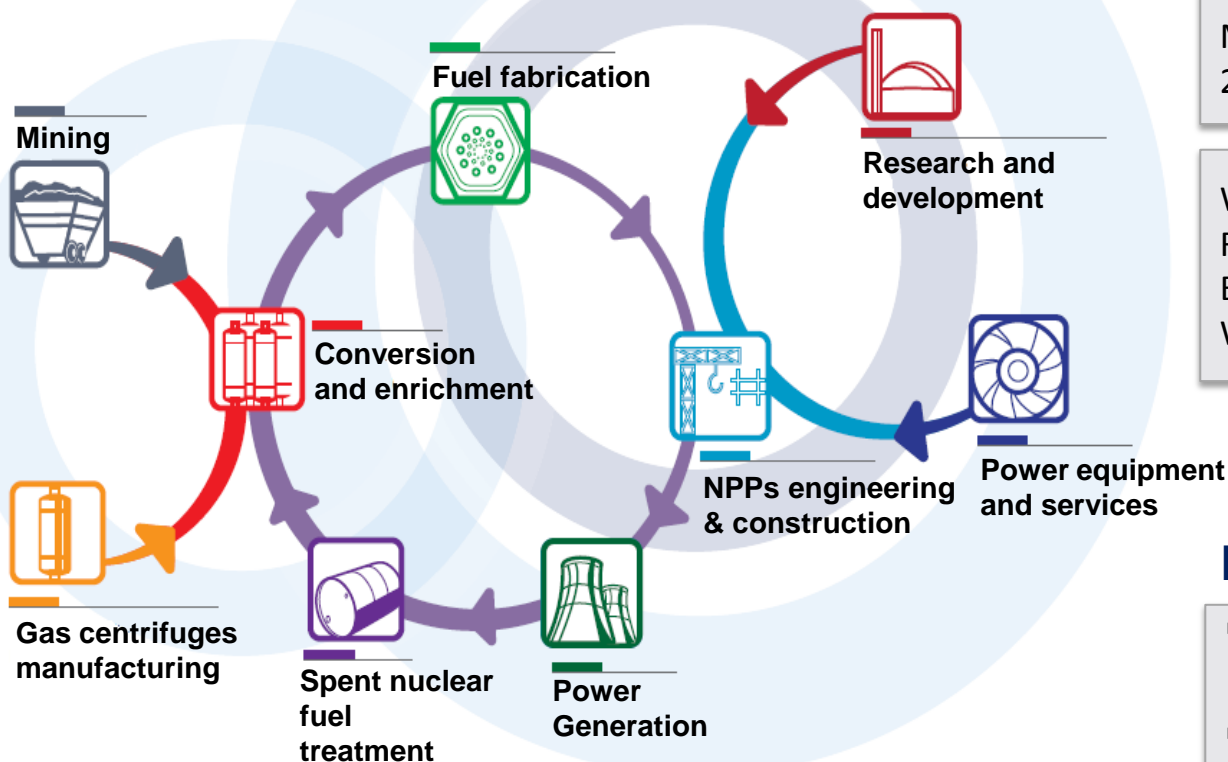
**ROSATOM
CORPORATE ACADEMY**

The State Atomic Energy Corporation “Rosatom”

Building capacity through leadership development programmes in nuclear industry

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Facts and figures:

Income: 474 bln. RUR (€10,8 bln.)
EBITDA 141 bln. RUR (€ 3,2 bln.)

More than 250 companies
260 000 employees

World's #2 in Uranium mining
Russia's #2 in installed capacity
Europe's #2 in nuclear power generation
World's #1 in new NPP construction

Key strategic objectives:

- Globalisation and international business development
- Leadership in nuclear technologies
- Effectiveness

2020 Targets

Rosatom is **among Top 3 nuclear companies**
(by revenue in key segments)

More than **50% of revenue**
comes from **global operations**

More than **25% of revenue** is
generated by **overseas assets**

Key Actions

Localize all business segments operations in key markets

Benefit from **global talents** and **local workforce**

Establish multiple **alliances and partnerships** with global and local players

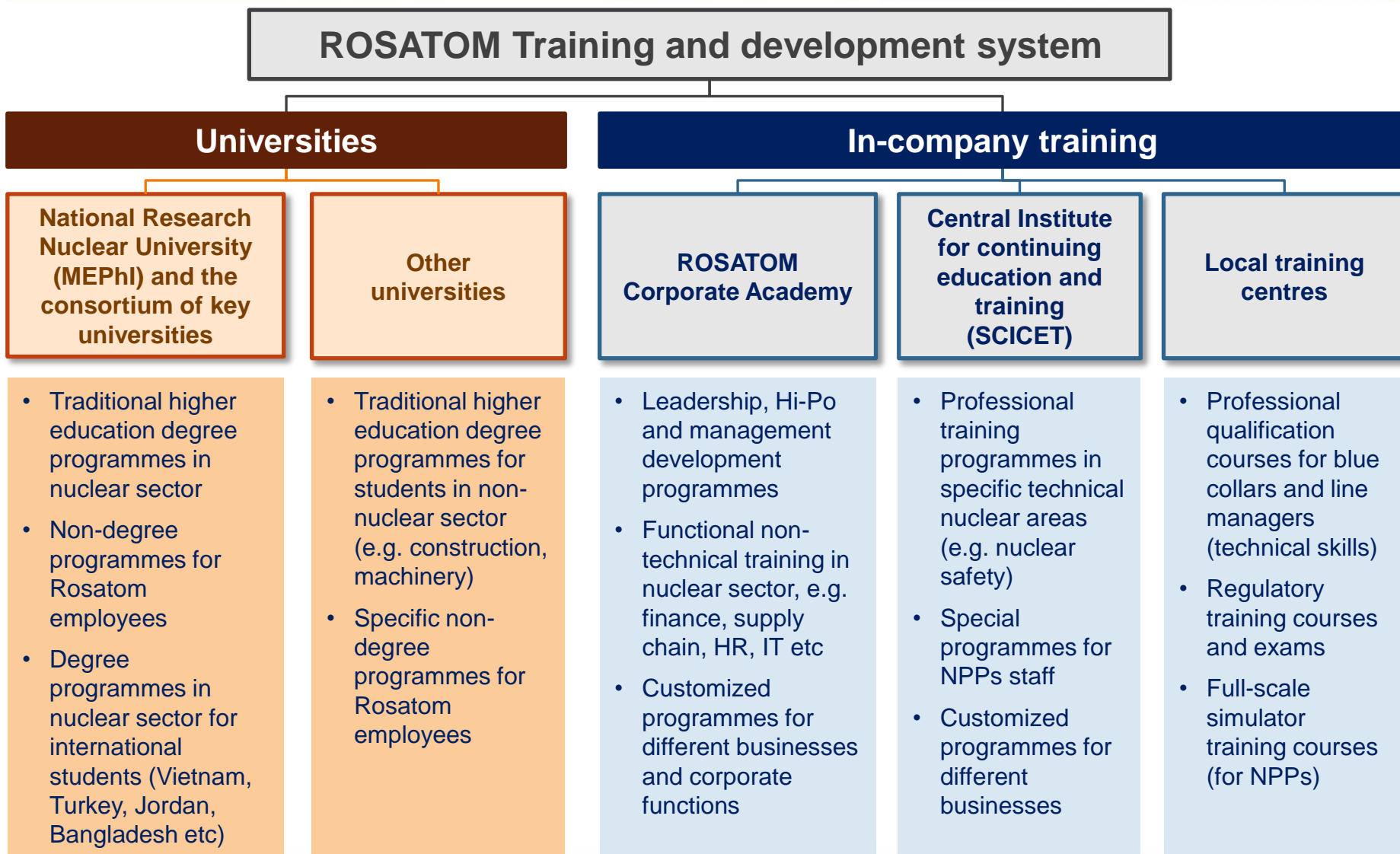
Source, develop and transfer technologies to maintain global leadership

Take full advantage of **global capital market**

Ensure **business transparency** as a key operating standard

Globalization of operations is the key priority

The structure and the key elements of the Training and Development system of ROSATOM



Identifying and selecting talents: key selection criteria at different levels

at Schools:

- Interest in nuclear industry
- Abilities in mathematics and physics
- Interest in research activities
- High average score



at Universities (for students and graduates):

- Relevant (nuclear and technical) faculties
- Abilities: verbal and numerical
- Interest / motivation to work in nuclear industry
- Leadership potential
- Professional knowledge
- High average score

on the job (for employees):

- Formal criteria (age, education, practical experience)*
- Performance
- Corporate competencies
- Professional knowledge*
- Leadership skills and leadership potential
- Motivation for new challenges
- Mobility



* - may vary from level to level

Rosatom key contests for schools:

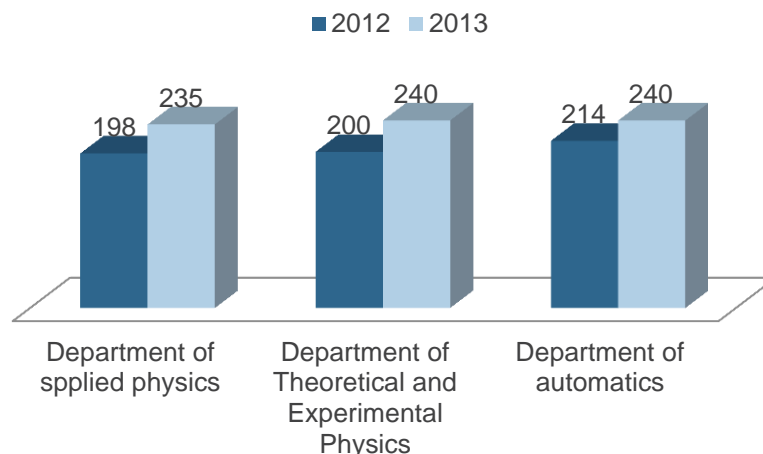
- All-Russian Industrial **physics and mathematics Olympiad** for school-children
- «**Junior**» – all-Russian competition of scientific papers for school-children
- **Engineering Olympiad** of school-children
- «**Energy of future generations**» – a contest of research projects of school-children from the cities with nuclear industry facilities (NPPs, fuel fabrication plants, research centres etc)

- 37 cities
- over 15 000 participants every year

Outcomes:

- Increasing the competition to enter technical universities (nuclear faculties)
- Increasing the quality of applicants to Universities
- Building professional and educational communities with common ideas

Average score needed to enter MEPhI (unified state examination)



The Consortium of thirteen Rosatom supporting universities

- Rosatom estimates its needs in personnel and communicates with the Universities
- The Consortium provides Rosatom with well-qualified personnel according to the needs

Consortium universities graduates' share in Rosatom yearly employment – 60%



 Consortium  NRNU MEPHI

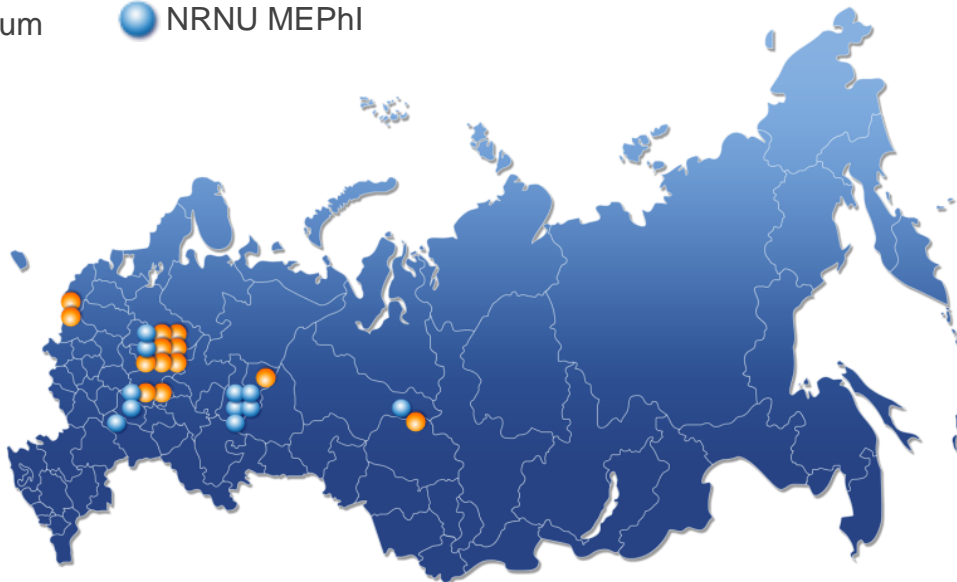
- NRNU MEPHI – our strategic partner
- It provides about 30% of Rosatom yearly employment

Rosatom supporting universities

1. NRNU MEPHI
2. ISPU
3. MGSU
4. MSTU
5. MPEI
6. MISIS
7. NSTU
8. Lobachevsky UNN
9. Mendeleyev UCTR
10. SPSU
11. SPbSPU
12. TPU
13. UrFU

The Consortium of Rosatom supporting universities is :

- 13 leading universities of Russia including a National University and 9 research universities
- Over 300 000 students and 50 000 lecturers in 23 cities of 19 regions of Russia, including all closed cities
- 56 scientific and educational centers with leading enterprises of the sphere
- 5 universities are participants of “Skolkovo” project



«Tournament of Emerging Professionals» (TEMP) – an effective tool for selecting and developing talented students



Aim: to select high-potential graduates from key Rosatom universities through a multi-stage competition and employ them at Rosatom enterprises (NPPs, fuel plants, research institutes etc)

Key objectives:

1. To provide opportunities for graduates and students to apply theoretical technical knowledge while working on real case-studies and projects provided by Rosatom enterprises
2. To popularize nuclear industry and to motivate high-potential young people with technical education to work in Rosatom and its enterprises
3. To involve subject matter experts and TOP-managers of Rosatom into interactions with high-potential students and graduates

Tournament participants (2014):

- 2300 students and graduates from 50 universities: NRNU MEPhI, Bauman MSTU, MSU, MISAA (MISIS), NSTU and others
- 34 Rosatom enterprises from 8 business divisions
- More than 100 subject matter experts from Rosatom supporting participants via online platform

Professional awards of TEMP:



Winner, HR-project
of the Year, 2012



Winner,
HR-brand - 2012

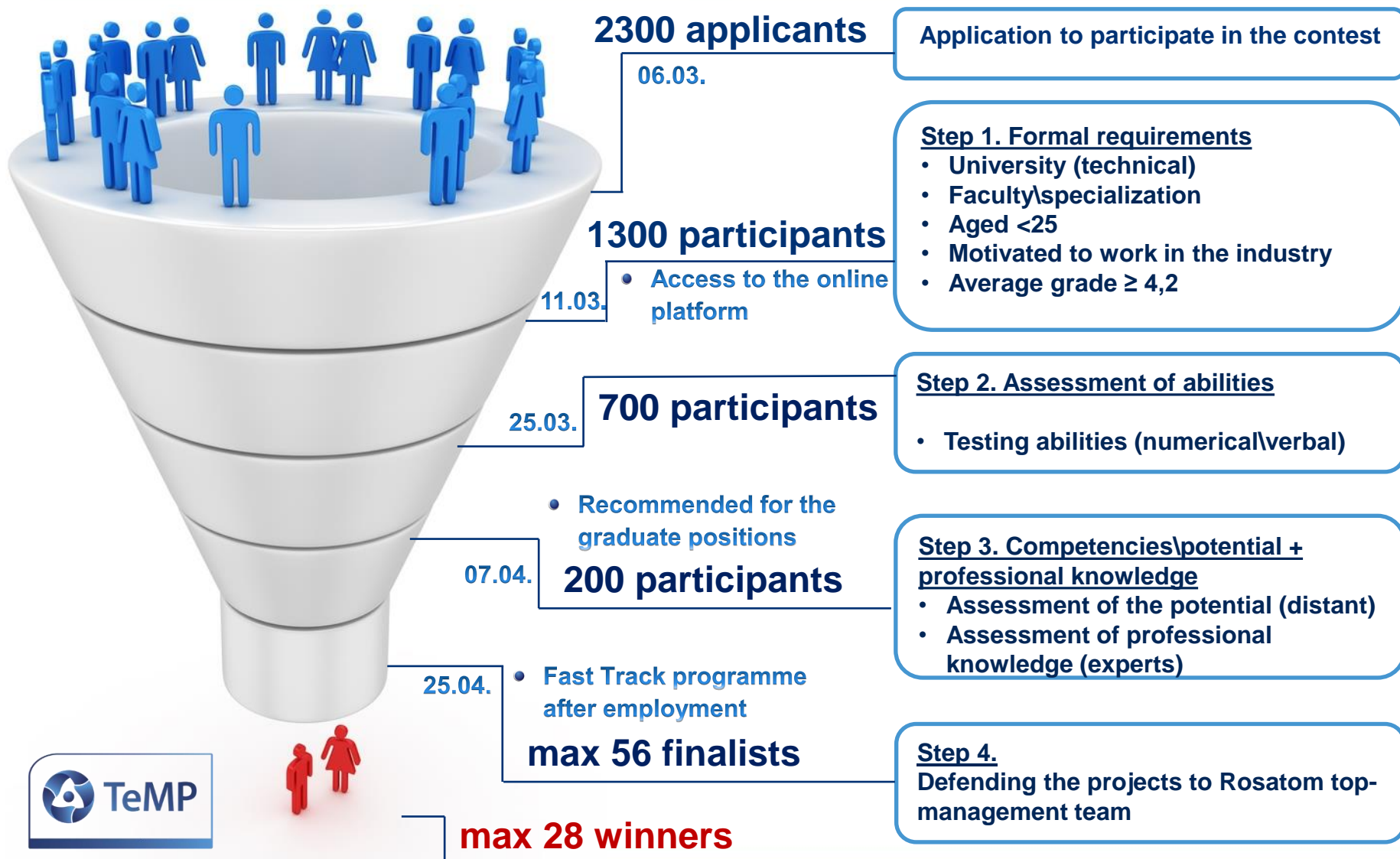


Winner,
Eventiada - 2013

Selecting Talents amongst students and graduates: key stages based on the example of TEMP-2014



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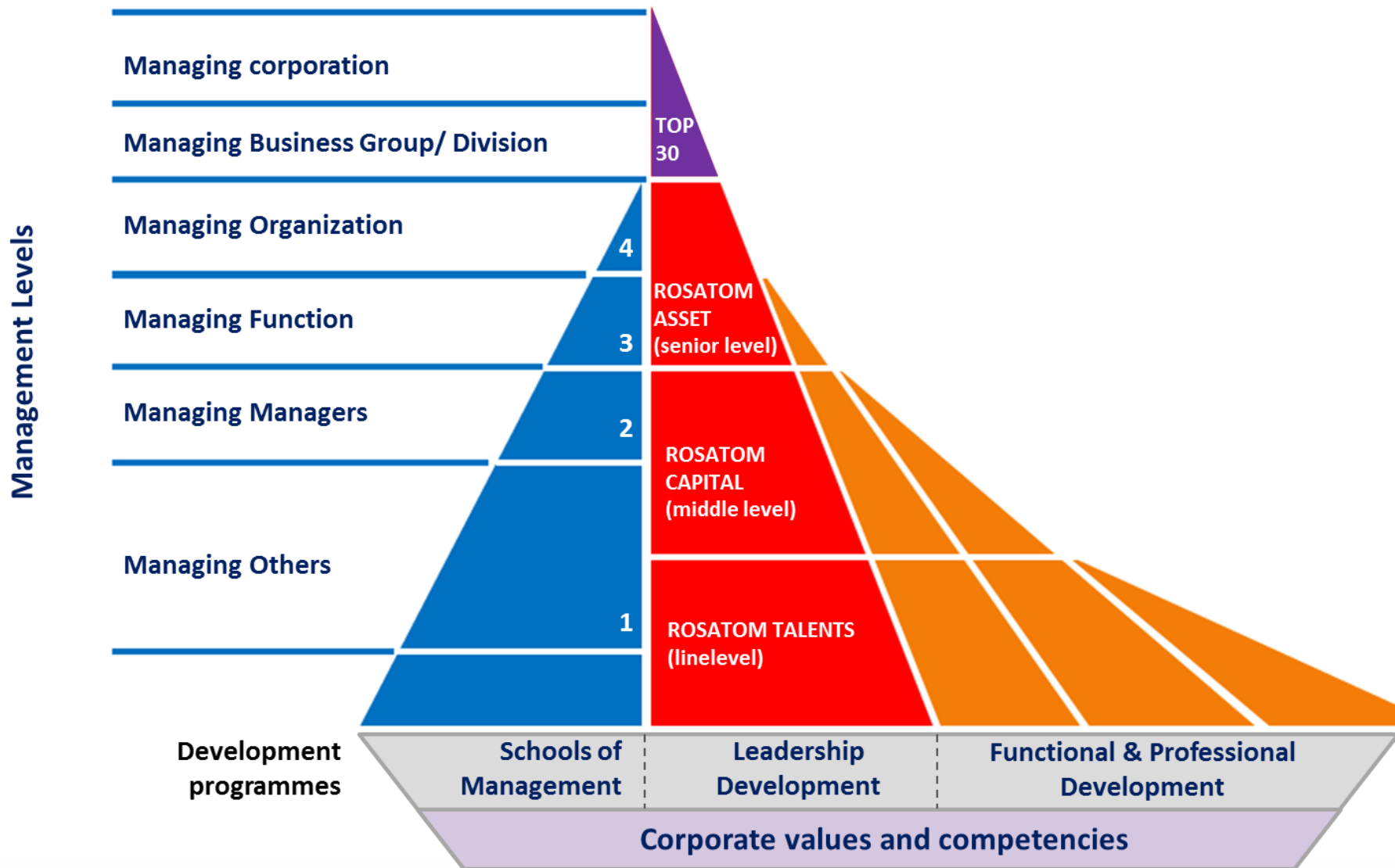


Selection process

The system of personnel development in ROSATOM



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Examples of Leadership Development programmes

«ROSATOM ASSET» (Hi-Po senior management level)



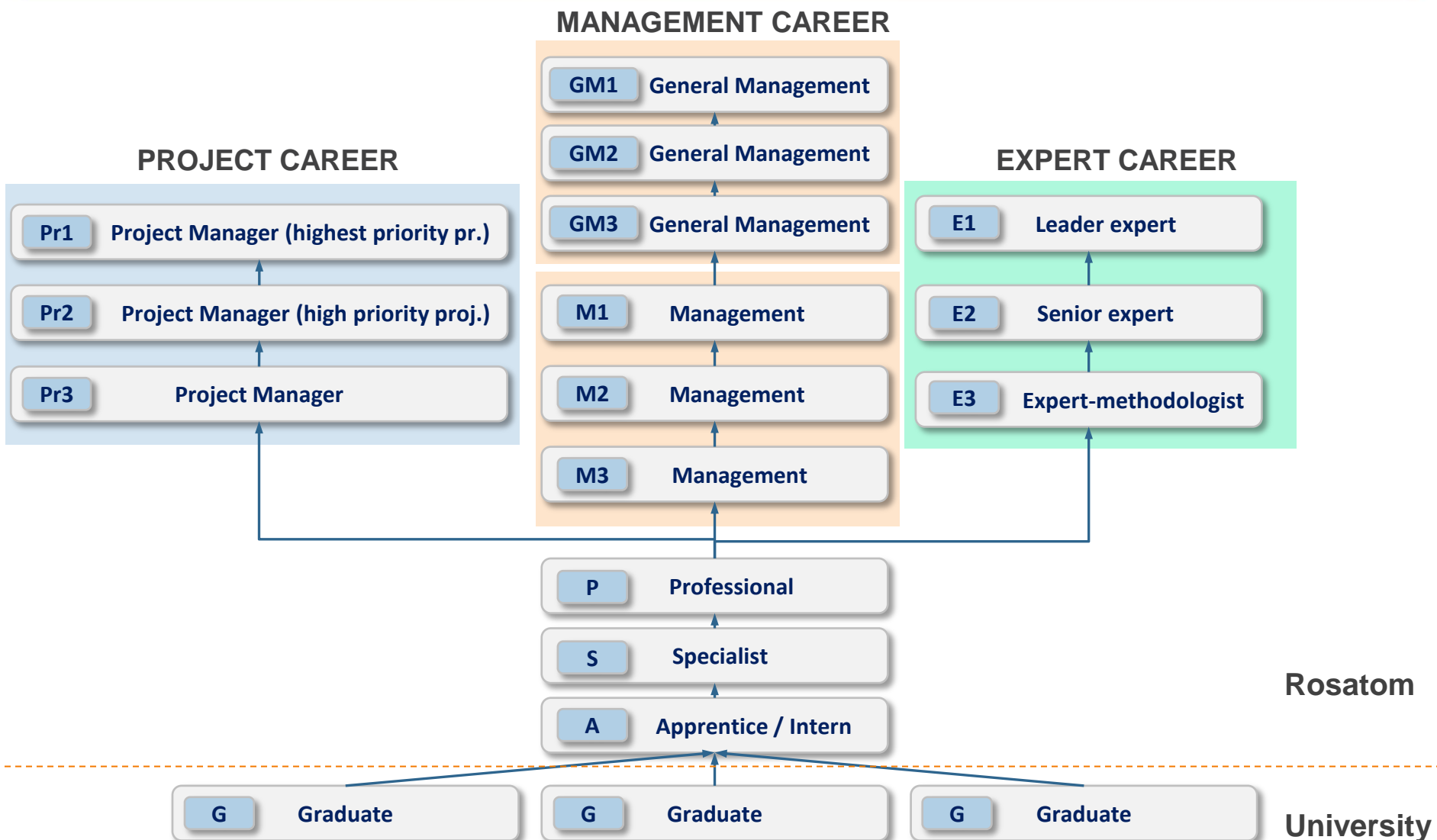
«ROSATOM CAPITAL» (Hi-Po middle management level)



Career management system at Rosatom: three key career paths



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Rosatom

University



Thank you for your attention!