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AtomiCareers in Europe

The Annual Career Guide
for the **Global Nuclear Industry**

2010 edition

The world needs a different kind of energy.

Yours, for example.

Globally, AREVA is looking for another 12,000 talented people every year.

With offices and manufacturing facilities in more than 100 countries, AREVA is a rapidly expanding global energy business and a world leader in developing technological solutions for CO_2-free power generation and electricity transmission and distribution. We believe that energy should benefit economic development and social progress while protecting the environment. To tackle the current and future needs of a world where the energy demand is continuing to grow, we need a diverse range of the most talented people. That's why we're recruiting 12,000 people around the world each year. Join us and you can look forward to the finest training and the greatest career opportunities, as well as a bright outlook for everybody's future - including yours. **www.jobs-northamerica.areva.com**

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Content

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AtomiCareers in Europe

Brussels, 3-4 December 2010

The most exclusive pan-European recruitment event in the Global Nuclear Industry

AtomiCareers in Europe is more than an ordinary recruiting event:

- Have in depth face-to-face interviews with leading international recruiters at this exclusive invitation-only event
- Attend workshops on nuclear related topics developed by participating companies
- Network with top managers, recruiters, nuclear associations and candidates from all over Europe
- Free accommodation for 200 candidates

Introduction

Stéphane Wajskop
Managing Director,
Careers in Europe Group

As the global nuclear renaissance unfolds, the nuclear industry in many countries faces an increasing challenge in recruiting qualified staff. The lack of existing skills is viewed by all industrial players as one of their biggest challenges to succeed in the marketplace.

Facing this challenge as well as the internationalisation of the economy, companies have to build and nurture privileged relationships with the talent of the future beyond their national boundaries: students, graduates and experienced professionals.
They need to develop the most acute strategies to identify where they are and how to attract and retain them. To that end, Careers in Europe has identified and built relationships with 200+ European universities offering an academic curriculum related to nuclear sciences as well as the best professional associations in the field.

With their support, every year we organise the AtomiCareers Recruitment event allowing companies active in the nuclear industry to meet and interview engineers willing to start or pursue their career throughout Europe and beyond.

This career guide contains useful information about these companies as well as a number of articles addressing issues the nuclear industry will be facing in the coming years.

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LEADING THE ENERGY CHANGE

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EnBW

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ENERGY IN TUNE WITH YOU.

e·on

GDF SUEZ

PÖYRY

Westinghouse

Notes

European Nuclear Education Network (ENEN) Association

The European Nuclear Education Network (ENEN) Association is a non-profit organisation, established on 22 September 2003, with the objective to preserve and develop expertise in nuclear fields by higher education and training (E&T). This objective is realized through the co-operation between universities, research organisations, regulatory bodies, industry and other organisations involved in the application of nuclear sciences and ionising radiation. In December 2009, the ENEN has 51 members in 17 EU countries, South Africa, the Russian Federation and Japan, and concluded cooperation agreements with the International Atomic Energy Agency and the European Nuclear Society.

For Education

The ENEN has developed E&T courses in a European exchange structure at Master level, based on core curricula and optional fields of study. The 295 ENEN course modules cover 25 nuclear fission disciplines, including the curriculum leading to the certificate of European Master of Science in Nuclear Engineering (EMSNE). The ENEN is the main instrument for the harmonisation of E&T activities in nuclear fission and radiation protection in the EU-27. At PhD level, the ENEN contributes to the organisation of courses and has successfully organised the annual ENEN PhD Event since 2007, which invites about 12 PhD students from the ENEN Members to present their research work.

For Training

ENEN Members have also developed training courses for young professionals. From 2009 onwards, in the framework of the FP7 "Euratom Fission Training Scheme (EFTS)", the ENEN's challenge is to implement a common certificate, such as "a training passport", for professionals at the EU level. The ENEN participates to 3 EFTS projects: ENEN-III for nuclear engineering, ENETRAP-II for radiation projection, and PETRUS-II for geological disposal of radioactive waste. Once established, this concept will be applied to all ENEN and other appropriate training courses for achieving the harmonization of professional training over Europe.

For Knowledge Management

A first database created under the FP6 NEPTUNO project will be replaced by a new ENEN Database in 2009. It covers all E&T courses, Master programs, PhD topics and job opportunities provided by the ENEN members and partners.

An ENEN textbook on neutron physics and a CD-ROM on nuclear engineering courses have been produced in the FP6 ENEN-II project and the ENEN will respond to further needs by the evaluation, recommendation and preparation of textbooks for students and young professionals.

In December 2008, the European Council adopted the document "The Needs for Skills in the Nuclear Field" which refers explicitly to the ENEN and to FP6/7 ENEN initiatives. It welcomes the ENEN activities for coordinating E&T leading to qualifications in the nuclear fields and encourages further development of such activities in Europe. The ENEN is ready to respond to the Council's expectations in the years to come.

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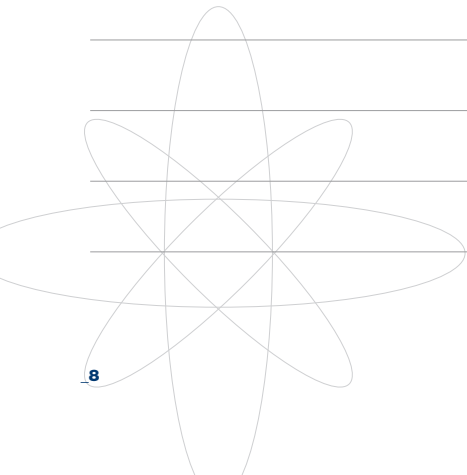
Email: **ryoko.kusumi@cea.fr**
Web site: **http://www.enen-assoc.org**

Notes



Nuclear Associations

IYNC is a network of a new generation of professionals to:
• develop new approaches to communicate benefits of nuclear power, as part of a balanced energy mix;
• promote further peaceful use of nuclear science and technology for the welfare of mankind; and
• transfer knowledge from the current generation of leading scientists to the next generation.

IYNC has held five successful congresses around the globe - with delegates convening in Slovakia (2000), South Korea (2002), Canada (2004), Sweden/Finland (2006), and Switzerland (2008). The recent congress in Interlaken attracted over 330 professionals from 30 countries. The next congress (IYNC2010) will be held in Cape Town, South Africa, 12-18 July, 2010.

The IYNC network now has representatives on six continents and continues to seek out topics and activities of particular important to the future of the nuclear industry. Through their continued involvement with IYNC these individuals and young generation groups share information, ideas, and build lasting professional relationships.

www.iync.com

The European Nuclear Society (ENS) is a not for profit association promoting and contributing to the advancement of science and engineering in the field of peaceful uses of nuclear energy. The Young Generation Network (YGN) gathers young Engineers and Researchers members of ENS. Our common aim is to promote knowledge transfer between the generations and to foster young talents.

On the international stage, Nuclear energy has firmly entered a renaissance phase, regaining a strong interest in the public domain, limitation of greenhouse gas emissions, fluctuating oil prices, energy dependence, security of supply, and growing electricity consumption are the new global challenges. This fast expanding industrial and R&D activity is raising human resources and knowledge transfer challenges and opportunities.

Major opportunities for young engineers will be presented by new build projects, and those people who are tasked, with efficient and safe operation of current fleet, management of the historic waste and decommissioning programmes. In the fields of R&D, many challenges are ahead of us with next generation reactors development (Fast reactors, high temperature reactors). Extending to millennia our fuel resources, recycling high level waste are hot topics amongst many others.

These tasks will require numerous young talents with fascinating career prospects in all fields: Applied Mathematics, Physics, Chemistry, Mechanical Engineering, logistics but also Quality and Project Management, Geology, Human Resource and Communication. ENS-YGN can help you with any career development question or can simply be one of the first bricks of a strong European network.
Let me wish you, on behalf of ENS-YGN, very successful AtomiCareers in Europe days.

Edouard Hourcade
Chair ENS-YGN 2009-2011
edouard.hourcade@euronuclear.org
www.euronuclear.org

Nuclear Associations

Women in Nuclear

Who are we?

The WiN France Network (Women in Nuclear), a cross-cultural group belonging to the SFEN (French Nuclear Energy Society), is a network federating women working in all fields of nuclear sciences and techniques (energy, space, medicine, biology, food processing …).
The WiN France network is structured on a national and regional basis.
WiN France belongs to the world-wide association, WiN Global, present in 68 countries.
www.win-global.org

Our objectives

-To provide a better response to the current concerns of the nuclear sector through the development of actions to render scientific and technical careers more appealing to young people, and particularly to girl students in high schools and universities.

- Promote the careers and professional specialisations of the nuclear sector, underlining their accessibility to women.

- Facilitate access to a first employment in the nuclear sector.

- Play a major role in developing diversity and equal opportunities in nuclear trades.

- To communicate about the advantages of nuclear energy, addressing diverse publics and opinion leaders.

Our actions

We participate in regional and national job forums organised by various institutional and economic actors (« Grandes Ecoles » (the prestigious French graduate schools), Universities, academies, Chambers of Commerce, Employer associations).

We provide female students with work placements in companies and research centres of the nuclear sector in France and abroad via the WiN Global network.

We give guiding support to young female graduates, proposing coaching for recruitment interviews to help them in their first research for employment.
We organise regional « Employment in the nuclear sector » events in collaboration with companies in the nuclear sector. Through our interactive and continually updated web-site, we provide young women and students with information on the human resource needs and career perspectives in the nuclear sector : **www.win-france.fr**
Within our regions, we organise conferences addressing nuclear applications and play an active role in the debate concerning the position of nuclear energy in the « energy mix ».

Our partners

WiN France develops partnerships with companies in the nuclear field, and with institutions or associations sharing the same objectives.
WiN France develops its actions in collaboration with the other transversal groups of the SFEN, in particularly with the « young generation » club.
WiN France is in close contact with the major international institutions.

How to become a WiN member

In subscribing to WiN you will become part of a regional, national and international network, at the same time widening your own network of professional and personal contacts.

To join us, go to the WiN France web site :
http://www.win-france.fr

SCK•CEN is one of the largest research centres in Belgium with laboratories in Mol and registered office in Brussels. Today more than 600 employees advance the peaceful industrial and medical applications of nuclear science.

Our research is focussed on issues of societal concern such as safety of nuclear installations, radiation protection, safe treatment and disposal of radioactive waste, education and training. SCK•CEN’s know-how and facilities are also used for services to the nuclear industry, the medical sector and the government.

Our fields of expertise go - literally - from the deep underground to outer space. Our research activities are concentrated into the following main tracks:

- **Nuclear Materials Science**
- **Advanced Nuclear Systems**
- **Environment, Health and Safety**
- **Education and training**

More information on the research and services at SCK•CEN and an overview of the open vacancies, check: **www.sckcen.be**

SCK•CEN offers research opportunities to doctoral and post-doctoral students: **www.sckcen.be/awm** and **www.sckcen.be/phd**

You will acquire the additional skills for the job under the supervision of a mentor combined with the necessary appropriate training.

We offer you:
- a challenging and varied job;
- opportunities for self-fulfilment in an international research environment;
- the possibility to follow additional training.

Applications for vacancies, mentioning the reference number, and unsolicited applications can be sent to:
SCK•CEN, Evi Belmans, Human Resources Management
Boeretang 200, BE-2400 Mol, e-mail: **jobs@sckcen.be**

SCK•CEN
STUDIECENTRUM VOOR KERNENERGIE
CENTRE D’ETUDE DE L’ENERGIE NUCLEAIRE

Research towards a sustainable option

Foreword by
George van Goethem

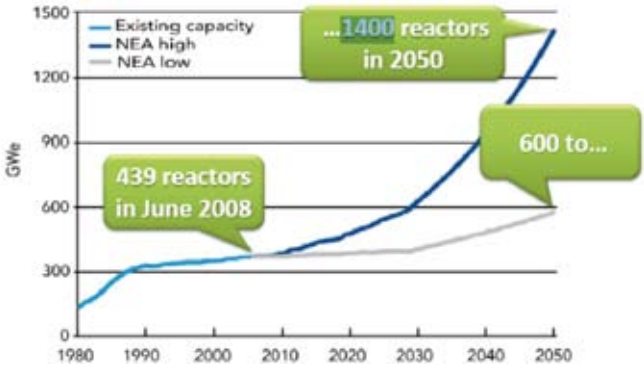


Figure: global nuclear capacity in the OECD/NEA high and low scenarios

Nuclear energy has played an important role in electricity production during the last half-century. Today worldwide, a total of 439 nuclear power plants in 31 countries supply 16 % of all electric power produced. Nuclear power represents 6 % of the global primary energy demand. Some countries, such as Finland and France in the EU, have started the construction of new nuclear power plants (in particular, of the Generation III type). Other EU member states as well as other countries in the world are likely to do the same. As far as the future is concerned (Horizon 2050), nuclear power worldwide could expand by a factor of nearly 4, according to a recent OECD/NEA study (Nuclear Energy Outlook, 2008 - see Figure).

Nuclear technology is widespread and multidisciplinary covering: nuclear and reactor physics, thermal hydraulics and mechanics, materials science, chemistry, health science, information technology and a variety of other areas. Mankind enjoys many benefits from nuclear-related technologies, especially electricity production. Advances in health care and medicine are also increasingly dependent upon expertise in nuclear physics and engineering. The fabrication of advanced materials from components the size of computer chips to the largest construction equipment is dependent on knowledge that stems from the nuclear industry.

For generations to come, these activities will require expertise in nuclear engineering and science. Electrical, medical and other applications of ionising radiations require an increasing number of highly educated nuclear experts. Even in countries not now developing additional nuclear power, qualified people are still needed to operate the existing plants and fuel-cycle facilities (many of which will operate for decades), to manage radioactive waste, and to prepare for future decommissioning of existing plants.

A broad and deeply rooted nuclear education competence is essential to properly master the wide area of science and technologies extensively used in the nuclear domain. The universities and advanced technical schools are the only institutions capable of providing this education. In-house training, as a complementary form of education, is important for the proper and wise operation of nuclear facilities. This type of education is mostly, although not exclusively, provided by industry (in synergy with universities, whenever appropriate).

A key concern of industry, however, is that the human resource could be at risk in some countries, in particular, because of high retirement expectations. The technological performance in industry can be ensured, while maintaining the required nuclear

safety culture, only if a sufficient number of highly qualified staff is available.

The continued safe operation of the nuclear installations in the world is indeed of vital importance, and helping to ensure safe nuclear power generation has always been one of the priorities of the Euratom research and training programmes . This is discussed in several places, in particular, in the Sustainable Nuclear Energy Technology Platform , launched in 2007, with the aim to promote research, development and demonstration that will maintain competitiveness in fission technology and provide long-term waste management solutions.

In order to ensure the highest quality for nuclear education and training across the EU, a non-profit making association (under French law of 1901) was formed in September 2003. This is the "European Nuclear Education Network" (ENEN) . As of March 2009, the ENEN Association has 51 members in 20 countries, consisting of 31 Effective members and 20 Associated members. One of the scopes of ENEN is to organise training actions at the EU level, aimed at responding to clearly identified needs of the «end users». For example, industry nowadays is looking, in particular, for the following profiles: process engineering (mechanical components as well as electrical and instrumentation & control); safety analysis evaluation (probabilistic and deterministic analyses); HVAC project implementation (Heating, Ventilation, and Air-Conditioning); and system engineering (primary and auxiliary systems).

Also worth mentioning is the fact that the issue of «Expertise and skills in nuclear safety» is discussed in the recent «Nuclear Safety Directive» (Brussels, 25 June 2009) and more precisely in its «Article 7»:
«Member States shall ensure that the national framework in place requires arrangements for education and training to be made by all parties for their staff having responsibilities relating to the nuclear safety of nuclear installations in order to maintain and to further develop expertise and skills in nuclear safety.»

As a consequence, major efforts must be directed towards attracting sufficient numbers of bright and interested students to the field of nuclear fission and radiation protection. This is a concern shared, especially in the context of the current «Nuclear Renaissance», by all nuclear fission stakeholders, that is:

- the nuclear research organisations (public and private)
- the systems suppliers (e.g. nuclear vendors, engineering companies, etc)
- the energy providers (e.g. electric utilities, heat and/or hydrogen vendors, etc)
- the regulatory bodies and associated technical safety organisations (TSO)
- the education and training institutions, and, in particular, the universities
- the civil society and the international institutional framework (IAEA and OECD).

The purpose of the recruitment event and career guide «AtomiCareers» is precisely to bring all stakeholders - in particular, universities and industry – together, with the aim to provide the resources required to fulfil the energy and technology needs related to nuclear fission.

Georges VAN GOETHEM Dr Ir
Innovation in nuclear systems, and Education and Training
EC DG Research J2 / Euratom (Fission)
December 2009

A great marriage:
Women & Nuclear, Power meets Power

Women and science: it seems to be a broadly used slogan. It is, however, a debated issue. For much of human history, women were officially excluded from the scientific realm. However, throughout the centuries, many women have managed to overcome their marginalisation and excel in their chosen field, making vital contributions to the sum of human knowledge.

During my career at an important university in Argentina, where I have been working as a teaching professor and a research scientist, I have had several opportunities to exchange views and ideas with other national and international scientists and technicians. I must say, however, that I have always been feeling something missing in terms of completeness of human and professional experience. After a while, it has been clear that the interaction with the private sector, possibly operating on a multinational scale, was the missing link. This is why an investigation throughout the private sector started with the aim to find potential candidate Companies. The choice fell on E.ON nuclear energy due to various factors:

1. Technical character of the activity.

E.ON deals with different kinds of energy resources. Among these, nuclear energy seems to be the most promising. It covers a broad range of physical phenomena and safety measures ranging from structural integrity, inspection and maintenance, to severe accident management. Technological requirements as well as organizational and socio-economic aspects are to be considered.

2. Transnational scale and perspective.

The well developed network of E.ON nuclear power plants allows a great amount of energy that exceeds the national demand. This surplus, along with the well established know-how in developing nuclear power plants can be exported in various European and extra-European countries. Best candidates are represented by those which did not adopt nuclear energy in the past. Some of these countries are now reconsidering this option. An example is Italy with the present Government that seems to be keen to turn back to nuclear civil applications. The international character of E.ON is particularly attractive in a world where there is a trend towards globalization.

3. Opportunity to increase knowledge.

Where technology is the basis for efficiency and profit, technological development and innovation is the leading factor. I assume that an outstanding company, such as E.ON, so energy-oriented, makes of research and development its own strategic policy. E.ON offers many basic and advanced multidisciplinary training courses as well as financial support to research institutions. Thus, both professional and career growths within the company are possible.

4. Opportunity to reach apical posts on the basis of merit.

The assumptions made in previous points 2 and 3 imply the establishment of a dynamic pool of experts working together for a common objective, with a high degree of motivation to grow up, expand, and deepen the expertise. Climbing job positions implies, inter alia, improving lifestyle, with all the associated positive consequences.

5. Challenging working environment.

In such an environment, challenges become a daily factor. The overall circumstances focus the working team towards a positive attitude aimed at reaching the highest level of professionalism by means of a synergistic approach. This leads also to the variety of choice and knowledge.

6. Societal impact of the deliverables.

Nuclear energy today provides about 35% of electricity in Europe. It is an important factor in reducing Europe's energy dependence. However, over the past two decades it has been the centre of much controversy - so much that several European countries have decided to dispense with it. No doubt the reservations have more to do with the issue

of waste management than the safety of installations. But the nuclear sector has one major benefit: producing no greenhouse gases, it is a particularly sustainable means of producing electricity. Another fact is that electricity demand will increase in the future through the development of countries. And the nuclear energy, regarding the energy generated, is the best answer on it. On the other hand, nuclear power is used with great success in other fields such as agriculture and medicine.

Since I started to work with E.ON Kernkraft, i.e. March '09, I have collected additional information about E.ON working environment: a friendly atmosphere, flexible working hours, privacy time and concern for the welfare of the staff. I have also discovered the INGE network. That is the women professionals' team within E.ON whose purpose is to exchange ideas, experiences and knowledge. That reminds me of a famous lemma: "union is strength".

I must admit, however, that there are aspects inside E.ON that could be improved in a relatively easy manner. A relevant example is the lack of knowledge and practice of the English language in the Germans' working environment. This circumstance does not encourage the mobility of German personnel to go abroad, and foreign staff to work in Germany. Promoting the interest to study English and working in a multilingual environment could be very beneficial for the Company.

In conclusion, E.ON nuclear energy is not the only existing option, but if you like challenges, it is a good one. The decision to move from Argentina to Germany was not easy. It is very difficult to be far away from family and friends. I had to face big changes: different climate, language and traditions. Also, I have even had to make some changes in my breathing rhythm to pronounce the so long German words. Last, but not least, several changes have occurred in my wardrobe, but these changes have been much more enjoyable. At the end of the day, I am convinced that the effort is worthwhile, and the mutual growth with E.ON leaves me an invaluable life experience.

Dr Angela Erika Gularte Scarone
E.ON Kernkraft, Nuclear Power Plant Stade, Germany

Environmental impact assessment of nuclear projects- a key element in project development

PÖYRY

Over the past few years nuclear energy has made a comeback to the portfolio of energy production alternatives and the number of nuclear power plant (NPP) project developments has started to rise – many observers are talking about "nuclear renaissance".

Any new nuclear project causes large international interest and, being contradictory by nature, spirited public discussion. In a new nuclear project the major venue for an active public discussion is typically the Environmental Impact Assessment (EIA) process, which is compulsory for nuclear projects in most countries. The EIA enables stakeholder participation and is thus typically the most important communication channel in the early project phase.

In new nuclear project EIAs the international hearing procedure is also generally applied. The international hearing procedure, agreed upon in the Convention of the United Nations Economic Commission on Environmental Impact Assessment in a Transboundary Context (67/1997) sets out the obligations of parties to assess the environmental impact of certain activities at an early stage of planning. This procedure encompasses generally participation in several countries and is thus important scene for international public discussion.

An EIA for an NPP project has some special features. The quality and public interaction requirements set for it are essentially higher than those set for an "ordinary" power plant EIA. A nuclear EIA consists of large number of technical, environmental, economic and social assessment subprojects combined with intensive interaction and communication. The EIA reports are comprehensive descriptions of the current state of the environment in the alternative location sites, the project's environmental impacts, their significance and the prevention and mitigation measures of possible adverse effects.

As an end result, both the EIA report and the interaction during the process should be internationally recognized as professionally and objectively made, despite the large differences in attitudes towards nuclear power.

Fitting together the diversified subprojects and expertises in order to produce a consistent and balanced document and, at the same time, a credible public image of the EIA process, is challenging. Additionally, when taking into account that this has to be done in a relatively short time, often around 1 – 1,5 years, the requirements set for the project management are high.
Based on Pöyry´s experience, carrying out an NPP EIA successfully ,the following key elements should be fulfilled:

1) Proactive and professional communication – domestic and international

2) Professional project management based on experience

3) International and comprehensive EIA experience

4) Appropriate scoping of the EIA

5) High quality and transparency

6) Understanding the project entity and its connections

7) Nuclear expertise and credibility of the Consultant

8) Objectiveness

At its best, the EIA can be an effective tool for project communication and acceptance development. At its worst, it may become the venue of media defeat of the project and the developer.

Links to recent nuclear EIAs of Pöyry:

Fennovoima NPP EIA / Finland:
http://www.fennovoima.com/en/environment-eia/eia-material/eia-report

TVO NPP EIA / Finland:
http://www.tvo.fi/www/page/julkaisut_pdf/

VAE NPP EIA / Lithuania:
http://www.vae.lt/en/pages/environmental_impact_assessment

Fortum NPP EIA / Finland:
http://www.fortum.fi/document.asp?path=14020;14028;14029;14055;36199;40122;40138

Posiva spent nuclear waste disposal EIA / Finland:
http://www.posiva.fi/tietopankki/muut_julkaisut/yva-julkaisuja/

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Careers in Europe

Pan-European Recruitment Events

www.careersineurope.com

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Energy 21st - Brussels, 25-26 June 2010

Facilitating International Recruitment for the Global Energy Industry
Gas - Oil - Solar - Wind

Energy 21st is a pan-European event where recruiters meet preselected candidates to discuss career opportunities in the world of renewable and fossil energy. It is tailor-made for companies seeking to:

- meet graduates and early-career professionals willing to work internationally in the energy sector (engineering and/or business background)
- interview them for traineeships or permanent employment
- improve their employer brand through a focused marketing campaign among the best university faculties, professional associations and specialised websites

For more information, send an email to
info@careersineurope.com

AREVA

All over the world, AREVA provides its customers with solutions for carbon-free power generation and electricity transmission. With its knowledge and expertise in these fields, the group has a leading role to play in meeting the world's energy needs.

Ranked first in the global nuclear power industry, AREVA's unique integrated offering covers every stage of the fuel cycle, reactor design and construction, and related services.
In addition, the group is developing a portfolio of operations in renewable energies. AREVA is also a world leader in electricity transmission and distribution and offers its customers a complete range of solutions for greater grid stability and energy efficiency.

Sustainable development is a core component of the group's industrial strategy. Its 75,000 employees work every day to make AREVA a responsible industrial player that is helping to supply ever cleaner, safer and more economical energy to the greatest number of people.

AREVA's success mainly depends on the continuous development of its expertise, on its ability to attract the best and brightest, build their talents and support them in achieving excellence.

Our HR policy, «Talent Building,» is designed to improve the company's overall performance by building each person's talents in a transparent and equitable way which is in line with the group's values.

This policy has the following three strategic focuses:
- Being the employer of reference: this means a brand as an employer, a campus management strategy and a diversity policy,
- Integrating new hires and building their talents as part of our strong growth and demographic renewal,
- Promoting long-term commitment and performance.

Our HR development policy, which meets the demands of our business and is in line with the group's Values, is an integral part of «Talent Building:» it details the action principles, determines the processes and tools, and provides operational management for the entire programme.

Its objectives are as follows:
- Putting each employee in charge of his/her career,
- Strengthening and promoting an active role for managers in their employees' development,
- Identifying and building talents at all levels of the organisation,
- Providing objective factors for determining salary

Annual interviews, career interviews with the HR function, People Review: all these are key opportunities for all of us to help structure employees' career paths.

The world has dreams
Join Bureau Veritas and make them come true

Bureau Veritas ranks as the world's second largest group in conformity assessment and certification services in the fields of quality, health and safety, environment, and social responsibility.

In the Nuclear sector, we recruit:

Nuclear Equipment or Civil Work Design Review Engineer (M/F)
Lyon, Paris or Aix-en-Provence

You will join our inspection department working on regulation based conformity assessment of Nuclear plants pressure equipments, mechanical equipments, civil works. You will particularly focus on design review missions which focus on ensuring the conformity of the conception according to European and international regulations.

Mechanical Engineer, Civil work Engineer, you have studied and have a first experience on design and fabrication of pressure equipments, civil work for nuclear sites, safety class 1 & 2 mechanical components and have a relevent experience in the nuclear sector.
English fluent, French basic level.

Join us: ***www.bureauveritas.fr***
«recrutement» *section*

Move Forward with Confidence

BUREAU VERITAS

Bureau Veritas : A key third party actor in the Nuclear Industry.

Founded in 1828, Bureau Veritas is an international group specialised in the inspection, analysis, audit, and certification of products, infrastructure (buildings, industrial sites, equipment, ships, etc.) and management systems (ISO standards etc.) in relation to regulatory or voluntary frameworks.

Bureau Veritas ranks as the world's second largest group in conformity assessment and certification services in the fields of quality, health and safety, environment, and social responsibility («QHSE») and the world leader in QHSE services not including raw materials inspection. Bureau Veritas is recognised and accredited by major national and international organisations. Bureau Veritas is present in 140 countries through a network of 900 offices and laboratories. It has more than 40,000 employees and a client base of more than 370,000.
Since 1996, Bureau Veritas has posted average annual growth of 15% in revenue and 22% in adjusted operating profit. In 2008, the group reported revenue of €2.549 billion, adjusted operating profit of €388 million and adjusted net profit (Group share) of €231 million.

Bureau Veritas is very well represented in the Nuclear Industry and has the ambition to position itself as a reference for technical studies and conformity assessment of Nuclear equipment/facilities to regulatory or client specification from feasibility assessment phase to decommissioning :

Positioned as a Third Party, Bureau Veritas is a key actor when it comes to :
- Site environmental impact assessment before implementation
- Nuclear plants construction review and inspection
- Equipments review and inspection
- Commissioning
- Operating QHSE controls and Audits
- Dismantling operations environmental impact assessment

Our scope of activity :
Design review, Supplier selection and certification, Quality control and quality assurance, Product certification (CE-marking, ASME, etc.), Shop inspection, Site inspection, Asset integrity management, Materials testing, non-destructive testing.

Assessing conformity of construction works to regulations and standards throughout their life cycle : Permitting, Code compliance, Technical control, On-site safety coordination, Testing of soil and construction materials.

Management System Certification based on QHSE public standards, international Certification Programs, Second party auditing programs based on customer-specific or Bureau Veritas standards. QHSE training.

Work place Health & Safety (Radio protection). Air quality and Emission control.

Initial and periodic inspection of equipment and installations to assess conformity with regulation, client-specific or insurance companies' requirements Electrical installations, lifting equipment, Pressure equipment, Fire safety systems, Heating and cooling systems, Machinery.

Our recruitment needs cover all the above mentioned sectors in France and in Europe. To learn more about Bureau Veritas visit :
www.bureauveritas.com
www.bureauveritas.fr

Company Profiles

CERN: from Big Bang physics to leading-edge technologies

CERN is the European Organization for Nuclear Research. Despite its historical name linked to initial studies on the nature of the atomic nucleus, CERN's main activity is research in fundamental physics, i.e. finding out what the Universe is made of and how it works. CERN was founded in 1954 as one of Europe's first joint ventures, bringing specialists from 12 Member States together to pursue a common dream. Established on the Franco-Swiss border near Geneva, today CERN has 20 Member States from Europe, with many additional nations from around the globe also contributing to its research programme. All in all, over 12,000 people from more than 100 countries participate directly in CERN's activities.

The instruments used at CERN are particle accelerators and detectors. Accelerators boost beams of particles to high energies before they are brought to collide with each other or with stationary targets. Detectors observe and record the results of these collisions. By studying what happens when particles collide, physicists learn about the laws underlying the evolution of the Universe.

CERN's flagship instrument is the Large Hadron Collider (LHC), a particle accelerator that will provide the highest particle energies ever achieved in a laboratory. It consists (together with its particle detectors) of some 100 million components, installed in a 27 km long circular tunnel, 100 metres below ground. The Large Hadron Collider will produce roughly 15 petabytes (15 million gigabytes) of data per year – enough to fill every year more than 1.7 million dual-layer DVDs!

High-energy physics is an important driver for technological developments that meet multiple innovation needs in applied research and industry - key technologies include ultra-high vacuum, superconducting magnets, ultra-fast readout electronics, grid computing and many others.

The main application domains outside high-energy physics are in the health sector (cancer therapy through particle beams and medical imaging), X-ray-based material analysis, information technology (Grid computing) and renewable energies (high-performance solar panels).

CERN technologies, as well as related know-how and expertise, are made available to external partners through a number of knowledge transfer channels. These include traditional technology transfer activities, e.g. licensing of patented technologies, consulting, R&D partnerships, as well as additional activities which are made possible by CERN's strong track record in creating mobility initiatives and delivering high-level training. The latter activities take place mainly in the framework of CERN's Fellows, Associates and Students Programmes. Every year, over 1,200 students, scientists and engineers, with profiles ranging from undergraduates to senior scientists, participate in these programmes.

Dr. Claudio Parrinello
Head of Knowledge and Technology Transfer

LEADING THE ENERGY CHANGE

Energy is vital and necessary to economic, social and environmental development. The EDF Group is a leading player in the energy industry, active in all areas of the electricity value chain, from generation to distribution, from marketing to trading, and increasingly active in the gas chain in Europe.

In France, we mainly have nuclear and hydraulic means of production providing 95% of electricity free of CO2 emissions and greatly contributing to the security of the country's supply. We manage a production park of over 96 GW which provides energy and services to 26.5 million clients. Whilst continuously improving our performance in terms of security, our nuclear line of business is now to prepare the company for new challenges: renewing our skills and maintaining the high level of performance of our nuclear park of 58 reactors spread over 19 sites which will soon include 2 new EPRs (European Pressurized Reactor). EDF's knowledge and competence in the nuclear industry is internationally acknowledged and demanded for numerous EPR projects throughout the world.

We also operate 447 hydro-electrical systems in France and aim at maintaining their high level of performance over time

Positions in the group
The recruitment of executives is part of a larger skill renewal project that concerns both our core skills and the acquirement of new ones. We will recruit over 1000 executives and engineers in 2009, 90% of which will be recent graduates in the following fields: research and development, engineering and design (nuclear, thermal, etc.), production and maintenance (nuclear, thermal, etc.), computing and telecommunications, etc.
Working at EDF is giving yourself the opportunity to develop an enhancive career path involving cutting-edge technologies, and to quickly take on positions of responsibility.

Working at EDF is also having the will to lead the energy change together in order to sustain a controlled and reasonable global energy demand.

Recruited profiles
Baccalaureate + 5 years' further education, recent or experienced graduates. Some knowledge of French is necessary.

Careers at EDF
The company offers excellent career opportunities thanks to its size, to the diversity of its trades and by dedicating 6.9% of its total wage bill to training in 2008.
Aware of the technical excellence and the expertise of its employees, we pay particular attention to skill development, the sharing of good practice, geographical mobility, etc.

As with all industrial and commercial companies in a competitive market, EDF is looking for high-performing colleagues with a sense of client awareness and who are able to lead on change. If you believe in team work, then come and join us to help strengthen and develop our technical excellency!

Notes

ENERGY IN TUNE WITH YOU.

Enel is an international group active in the production and distribution of electricity and gas in 23 countries on four continents. Among Europe's listed utility companies, Enel is the second largest by installed capacity and one of the leaders in terms of shareholder numbers, with some 1.6 million investors. The Group is also among the world's largest utilities in the world in terms of market capitalisation.

The main companies in the Group are Enel, the largest energy company in Italy, Endesa, the leader on the Iberian peninsula and in South America, OGK-5 in Russia, Slovenské Elektrárne in Slovakia, Enel Energie, Enel Energie Muntenia, Enel Distributie Muntenia, Enel Distributie Dobrogea and Enel Distributie Banat in Romania, Maritza in Bulgaria and the newly-formed Enel Green Power, which focuses on renewables.

Enel produces 316.9 TWh of electricity annually from a balanced mix of fossil fuels. Its plants have an overall installed capacity of approximately 95,000 MW, over a third of which comes from renewable sources of energy, which is increasing continuously above all in North, Central and South America.

The Group distributes energy via 1.7 million km of power lines and 3,700 km of pipelines and sells electricity to 56.8 million clients and gas to 3.7 million clients, including families and businesses.

Enel's shareholders include the Italian Economy Ministry with 13.88%* of the Company and Cassa Depositi e Prestiti which owns 17.36%*, in addition to leading international investment funds, insurance companies and pension funds, ethical funds, along with 1.2 million Italian retail investors.

Data source:
Enel- pro-forma 2008, with Endesa consolidated 100%. The data is net of the assets to be transferred to Acciona, Enel Rete Gas and the AT network, and the transfer of Viesgo.
*Shareholdings following the capital increase (9th July, 2009).

I can shape the future. Every Day.

The E.ON graduate program requires my energy and creative input. In exchange I get to work with up to date technologies in a team that supports my professional development. What about you?

Julian Lienich, Engineer

Your energy shapes the future.

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FORTUNE 2009 WORLD'S MOST ADMIRED COMPANIES

The Managing Directors of E.ON Energie AG, Munich, Germany are : Prof. Dr. Klaus-Dieter Maubach (Chairman), Dipl.-Ing. Bernhard Fischer, Dipl.-Kfm. Hartmut Geldmacher, Dr. Dierk Paskert, Bernd Romeike, Dr. Stefan Vogg

Headquartered in Munich, E.ON Energie is one of the largest energy providers in Europe. Within the E.ON Group E.ON Energie is responsible for power generation, transmission, distribution, and sales as well as natural gas distribution and sales in Central Europe. Last year, E.ON Energie distributed about 376 billion kilowatt hours (kWh) of electricity and 130 billion kWh of gas to 17 million customers from the Atlantic Ocean to the Black Sea. E.ON Energie currently employs 44,142 people.

E.ON Kernkraft GmbH is based in Hannover and is a 100% subsidiary of E.ON Energie.
It runs six reactors in Bavaria, Lower Saxony and Schleswig Holstein. Furthermore, it holds stakes in five additional power plants spread around the country. Two nuclear power stations in Stade and Würgassen are currently being dismantled. E.ON Kernkraft is also involved in the management of Swedish facilities and plans international new build projects for the E.ON Group in various countries, with the UK and Finland leading the way.

E.ON Kernkraft's modern power plant fleet makes consistent use of innovative technologies and cutting-edge scientific findings. The safety concept complies with the highest safety standards which are updated continuously and are brought in line with the safety philosophy that determines all actions of E.ON Kernkraft.

Work Internationally - the E.ON Graduate Program

Do you want to work internationally? On global opportunities in different fields of the E.ON Group? And on challenges that suit your abilities?

The E.ON Graduate Program is the ideal point of entry for graduates aiming to work at E.ON on an international basis. As part of the E.ON Graduate Program, you will spend 18 months in our network doing four placements in different group companies, one of which will be abroad. And all this tailored to suit you - your background and personal interests decide which specialist fields are included in your program. Stations, training, mentoring: Find out more about the structure and basics of our program.

generation horizons

Generating electricity, transporting natural gas, supplying drinking water, recycling waste, developing and providing service offerings... When a **world leader in energy and the environment** recruits, it's to respond to **issues that affect the whole planet.** At GDF SUEZ, we know that a sustainable future can only be built with your help. Joining Generation Horizons means joining 200,000 men and women who every day tackle the major energy and environmental challenges of today and tomorrow. It means integrating an international Group that places **sustainable development** at the heart of its activities. It means growing within a company that considers quality and continuity of the relationship with each of its employees as its highest priority, one that recognizes performance and offers **real career opportunities.** Are you daring, driven and ready to rediscover energy?

GDF SUEZ

REDISCOVERING ENERGY

Join us at generationhorizons.com

GDF SUEZ

Main subsidiaries of GDF SUEZ in Belgium: COFELY Services, Electrabel, FABRICOM, GDF SUEZ Energy Europe & International, SITA, Technum-Tractebel Engineering and Tractebel Engineering

Nuclear energy, a generation ahead
A pioneer in nuclear power in Europe, GDF SUEZ controls the entire nuclear power chain through 11 expert subsidiary companies ranging from engineering, operations and maintenance to treatment of waste and fuels and dismantling.
For GDF SUEZ, it is time to move to the new generation of nuclear power and to speak about it openly.

Nuclear power is part of the solution.
It cannot replace energy conservation, which is and remains the priority of GDF SUEZ, a leading European company in high value-added services such as energy and environmental efficiency. It is not opposed to other energies including renewable ; it supplements them effectively and on a case-by-case basis.

Nuclear power meets your everyday concerns.
It maintains standards of living by generating competitive electricity at a foreseeable price. It preserves the quality of life by ensuring security of electricity supply and reduces the country's energy dependence. It contributes to the battle against climate change by sharply cutting CO2 emissions, from uranium extraction to electricity generation.

We favor partnerships.
Nuclear power helps to guarantee that businesses stay competitive and jobs are retained. In partnership with other energy utilities and large business consumers of electricity, we plan to develop projects in the nuclear industry.

We talk openly about nuclear power.
GDF SUEZ is looking to launch a balanced dialogue on nuclear power. Any decision about the location of a nuclear power plant will involve the public and will be covered by an education effort to enable everyone to understand nuclear power and have their own opinion.

We guarantee safety and independent audits.
Nuclear safety cannot be overlooked because it is in the public interest. GDF SUEZ has already been meeting this challenge for decades in the water, electricity, natural gas and waste industries–proof that it can provide all necessary guarantees in accordance with very strict nuclear audits and carried out by independent authorities of the operators.

45 years of expertise in nuclear power
- About 17 % of the group's electricity generation in 2008
- 7 reactors in operation in Belgium and 1,870 MW in France and Germany
- About 4,000 employees specialized in nuclear power, including 1,300 qualified maintenance engineers
- 1,000 technicians and engineers recruited by 2013
- 11 subsidiaries expert in all areas of nuclear power

www.gdfsuez.com/en/activities/our-energies/nuclear-energy/nuclear-energy-revival/

Safe and efficient solutions

Based on a track record of over 40 years, Pöyry is the partner of choice for leading players in the nuclear energy industry.

We provide Consulting and Engineering Services throughout the entire life-cycle of nuclear energy assets – from project development and implementation to asset operation and decommissioning.

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PÖYRY

Nuclear Energy is a relevant energy source in many parts of the world. An increasing number of countries are considering nuclear energy as an important contribution to their energy supply. The nature of nuclear energy, the needful debate among its stakeholders as well as the technical and economic complexity demands market leading advice for technology, economics & finance and engineering.

The Pöyry Group is a European based Consulting & Engineering Company with 7000 employees in 49 countries.

The group serves clients in the areas of Energy, Forest Industry, Transportation, Water & Environment and Construction Services.

Pöyry is one of Europe's leading independent Engineering Consultants in the nuclear sector and its experience goes back more than 40 years, when it (formerly under the name Electrowatt) was involved in many of the nuclear power programs in the early 70s and 80s.

Pöyry is organized in 4 competence centres for Nuclear Energy, which include office locations in Switzerland (Zurich), Finland (Helsinki), United Kingdom (Horsham, Plymouth, Warrington) and Germany (Mannheim, Erlangen).

Today, Pöyry has more than 250 staff performing in Consultant and Engineer Services in all phases of the lifecycle in the nuclear power area. The wide range of advisory services, including services related to existing plants, ensures the feedback of experience into major refurbishment and new build projects. Working for Owners, Contractors, Regulatory bodies and the Financial Industry allows for building a comprehensive knowledge base and a combination of detailed expert know-how, as well for keeping the view of the "big picture".

Pöyry's services cover the entire life-cycle of nuclear energy and all relevant aspects related to nuclear assets and their economics.

· **Development** – Consulting in the area of strategy, business and organisational development, site screening and services, licensing, concept development and environmental impact assessments

· **Project Implementation** – Consulting and Engineering from comprehensive owner's engineering solutions to specific services in project management and detail engineering

· **Assets Operation** – Studies and improvement of existing nuclear energy assets, in e.g. safety reliability, availability and maintenance and life extension

· **Decommissioning** – Pöyry has a comprehensive understanding of the complex issues associated with decommissioning old nuclear facilities

LET YOUR FUTURE GROW WITH Westinghouse

WESTINGHOUSE ELECTRIC COMPANY LLC

Westinghouse is the only company with a single focus on commercial nuclear power. Nuclear power emits no greenhouse gases during the production of electricity, so it is a technology that is available today to fight climate change and keep our air clean.

As the need for energy continues to grow, Westinghouse is experiencing unprecedented growth. Construction is underway in China for four units of our advanced-design nuclear power plant. The AP1000™ nuclear power plant has also been selected as the technology of choice by many U.S. utilities, and countries across the globe are looking into the feasibility of expanding their use of nuclear power with the AP1000.

Be a part of the solution to global growth in demand for clean electricity. Become a member of a company that is committed to customer success and providing future generations with safe, clean and reliable electricity.

Check us out at **www.westinghousenuclear.com**

Westinghouse

A Toshiba Group Company

You can be sure...
if it's Westinghouse

BELGIUM | FRANCE | GERMANY | SPAIN | SWEDEN | UNITED KINGDOM

Westinghouse employees around the world contribute every day to customer success by providing fuel, services, technology, plant design and equipment to support the generation of safe, clean and reliable nuclear energy.

With 3,000 employees based in France, Germany, Sweden, Spain, Belgium and the UK, Westinghouse plays a key role on the European scene. In fact, we currently provide fuel, engineering and services to 28 nuclear units in Europe.

As the need for energy continues to grow, Westinghouse is experiencing unprecedented growth. Construction is under way in China for four units of our advanced-design nuclear power plant. The AP1000™ nuclear power plant has also been selected as the technology of choice by many U.S. utilities, and countries across the globe are looking into the feasibility of expanding their use of nuclear power with the AP1000.

Grow with us. We offer unique challenges for mechanical & electro-mechanical engineers, project managers and qualified technicians and others.

Visit us at www.westinghousenuclear/career to discover opportunities.

The Westinghouse European Trainee Program
Within Westinghouse we are proud to give our employees the opportunity to work and act globally. Our European Trainee Program gives you a chance to participate in different projects and to work with the latest technologies around the world.

The 18-month Westinghouse European Trainee Program is a unique way to become acquainted with our global company. After 12 months spent in the country of hire, you will then begin a six-month assignment in one of our locations abroad where internal education programs will be alternated with interesting responsibilities within various fields.

Interview of Gonzalo Jimenez,
Spanish nuclear physicist, 2009 Westinghouse European Trainee.

What attracted you to the European Trainee Program?
First of all, I wanted to work for Westinghouse as it is a reference in the nuclear industry, but it also gave me the chance to start my career in a truly international environment and get extensive technical and business training.

What did you do during these 18 months?
I spent the first year in the Westinghouse Madrid offices where I could take part in major projects in different departments of the company. This mobility wouldn't have been possible in "real life." I then spent six months in our Nivelles Service Center in Belgium in the Safety and System Analysis department. This international assignment was great and enabled me to discover other cultures, as well as other ways of living and working.

During the program, I also had the chance to meet regularly with the other trainees at one of the Westinghouse locations. During a week, we would receive both technical and management training, and get an in-depth overview of our business and organization in that geographical area.

A last word ?
If you are looking for a company with great opportunities and the ability to develop its people then Westinghouse is a great place to start this journey.

Index of companies in the nuclear industry in Europe

COUNTRY	COMPANY	WEBSITE
BELGIUM	Electrabel (GDFSuez)	www.electrabel.com
	SCK-CEN	www.sckcen.be
	Tractebel (GDFSuez)	www.tractebel-engineering.com
	Westinghouse Europe	www.westinghousenuclear.com
CZECH REPUBLIC	CEZ	www.cez.cz
	Nuclear Research Institute	www.nri.cz
	ŠKODA JS	www.skoda-js.cz
	VF	www.vf.eu
FINLAND	Fortum	www.fortum.com
	Posiva	www.posiva.fi
	Pöyry	www.poyry.com
	TVO	www.tvo.fi
	VTT	www.vtt.fi
FRANCE	Alstom	www.alstom.com
	Areva	www.areva.com
	Assystem	www.assystem.com
	Bureau Veritas	www.bureauveritas.com
	EDF	www.edf.fr
	GDFSuez	www.gdfsuez.com
	IRSN	www.irsn.fr
	Iter	www.iter.org
GERMANY	E.ON	www.eon.com
	EnbW	www.enbw.com
	NUKEM	www.nukemtechnologies.com
	Gesellschaft für Nuklear Service GmbH	www.gns.de/
	Internexco	www.internexco.com/
	Karlsruhe Institute of Technology	www.fzk.de
	RWE	www.rwe.com
ITALY	Ansaldo Energy	www.ansaldoenergia.com
	Edison	www.edison.it
	Enel	www.enel.com

Index of companies in the nuclear industry in Europe

COUNTRY	COMPANY	WEBSITE
ROMANIA	Nuclearelectrica	www.nuclearelectrica.ro
RUSSIA	Atomenergoprom	www.atompromenergo.net
	Energoatom	www.rosenergoatom.ru
	Tenex	www.tenex.ru
	TVEL	www.tvel.ru
SLOVAKIA	Slovenské elektrárne	www.seas.sk
	VUJE	www.vuje.sk
SPAIN	Endesa	www.endesa.es
	Iberdrola	www.iberdrola.es
	Tecnatom	www.tecnatom.es
SWEDEN	AF Consult	www.afconsult.com
	SKB	www.skb.se
	Studsvik	www.studsvik.se
	Vattenfall	www.vattenfall.com
SWITZERLAND	CERN	www.cern.ch
	Paul Scherrer Institut	www.psi.ch
THE NETHERLANDS	Nuclear Research & consultancy Group (NRG)	www.nrg.eu
	Reactor Institute Delft	www.rid.tudelft.nl
UKRAINE	Energoatom	www.energoatom.kiev.ua
UNITED KINGDOM	Aker Solutions	www.akersolutions.com
	AMEC	www.amec.com
	Babcock	www.babcock.com
	British Energy	www.british-energy.com
	CH2M HILL	www.ch2m.com
	Rolls Royce	www.rolls-royce.com
	Shaw Group	www.shawgrp.com
	Urenco	www.urenco.com

Claire Marchal used to watch the world being built around her. Today, she's building her own career on solid foundations.

"In the nuclear sector, there are stringent demands on civil engineering: safety takes precedence over everything else. Working at the Saint-Laurent-des-Eaux power station, I very quickly became a project manager, bringing metal floors up to standard to cope with the possibility of an earthquake. Feeling that what you're doing is really useful whilst giving your career a sense of direction, is a double motivation for developing further.

I'm now 24, and I know what changing energy means to me."

Join the people who are leading the energy change at **edfrecrute.com**

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