



Human Resources Policy of Japan Atomic Energy Agency

—For activity in the world as a professional of Nuclear Energy—

Human Resources Policy

Main points

- 1 Development of professionals in a well-planned manner and promotion of the generational transfer of knowledge and skills
- 2 Acquisition and development of human resources with technological capabilities and expertise
- 3 Maintenance and improvement of work-life balance
- 4 Promotion of diversity
- 5 Optimization of personnel and age compositions

Ideal Image of JAEA employees to be pursued

Specialist group of nuclear trusted by society

Persons who understand management philosophy and can implement it in a steadfast and voluntary manner

Persons who play an active role in the international community while demonstrating originality and an innovative mindset in their respective areas of specialty

Persons who understand their respective roles within their organizational structure and demonstrate a high level of expertise while collaborating with others

Clarification of Career Path Policy

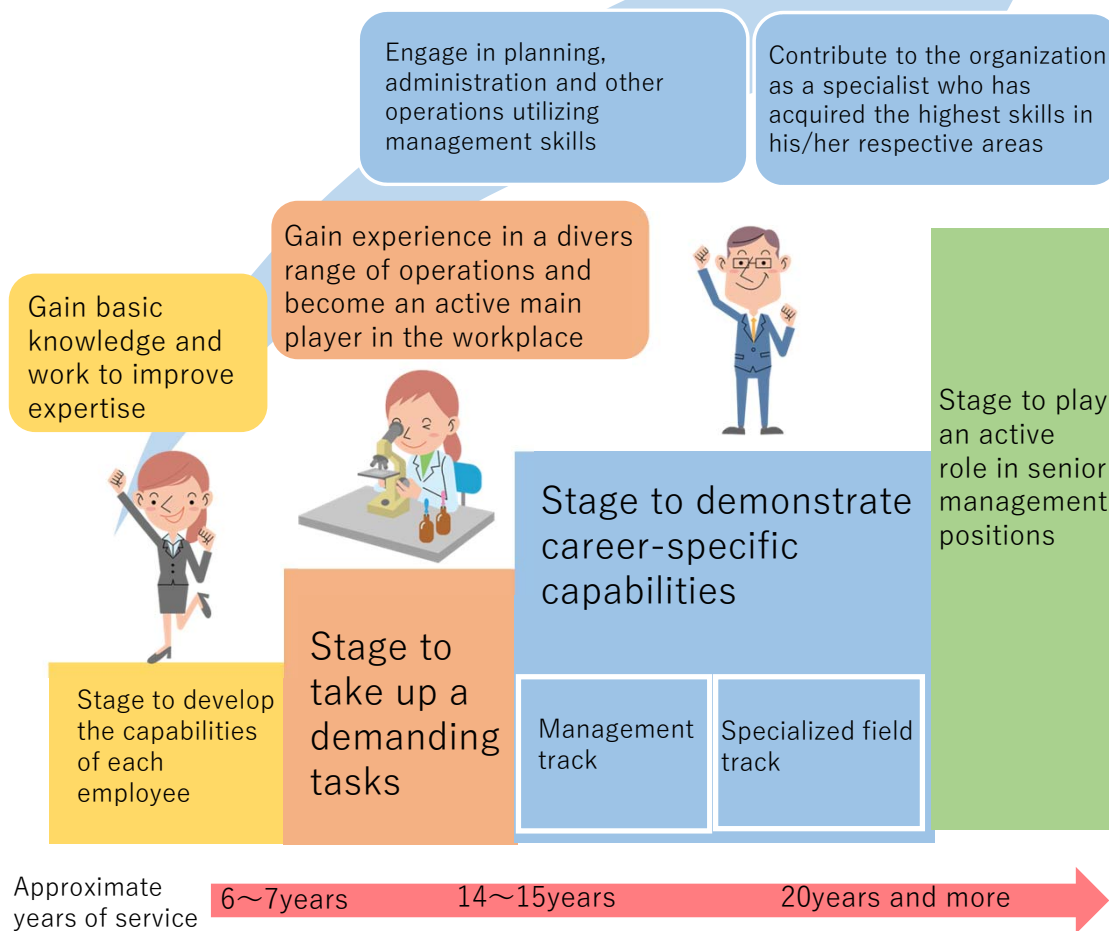


Maximization of R&D by improvement of resources and capabilities of each employee!



Career Path Policies

Improvement of performance of entire organization by enhancement of capabilities of each employee!



Research positions Conduct original and innovative R&D and carve out a future of nuclear energy

Example efforts: Supporting acquisition of a doctoral degree; basic training for research position; seminar on the drafting methodology of research papers; supporting presentations in academic conferences; dispatch to overseas research and other organizations and overseas nuclear study program; and utilization of a cross-appointment system^{※1}



Engineering positions Play an active role as an engineer, engaging in the latest technology development or operating cutting-edge facilities

Example effort: On-the job training (OJT) by senior colleagues at nuclear facilities; encouragement of the acquisition of government-sanctioned qualifications and nurturing legally required chief engineers; dispatch to overseas research and other organizations and overseas nuclear study program; and assignment to integrating department in JAEA and temporary assignment to central government ministries and agencies



Administrative positions Contribute to the smooth business execution of JAEA and serve as a bridge between specialists and society

Example efforts; Gaining experience in different administrative operations through a job rotation system^{※2}; transfer to international organizations or overseas offices and temporary assignment to central government ministries and agencies; and increasing expertise through participation in external seminars

※According to each employee's skills and capabilities, type of occupation can be changed by examination

Various training programs Efforts to geared to demonstrate capabilities as a group of specialists trusted by society

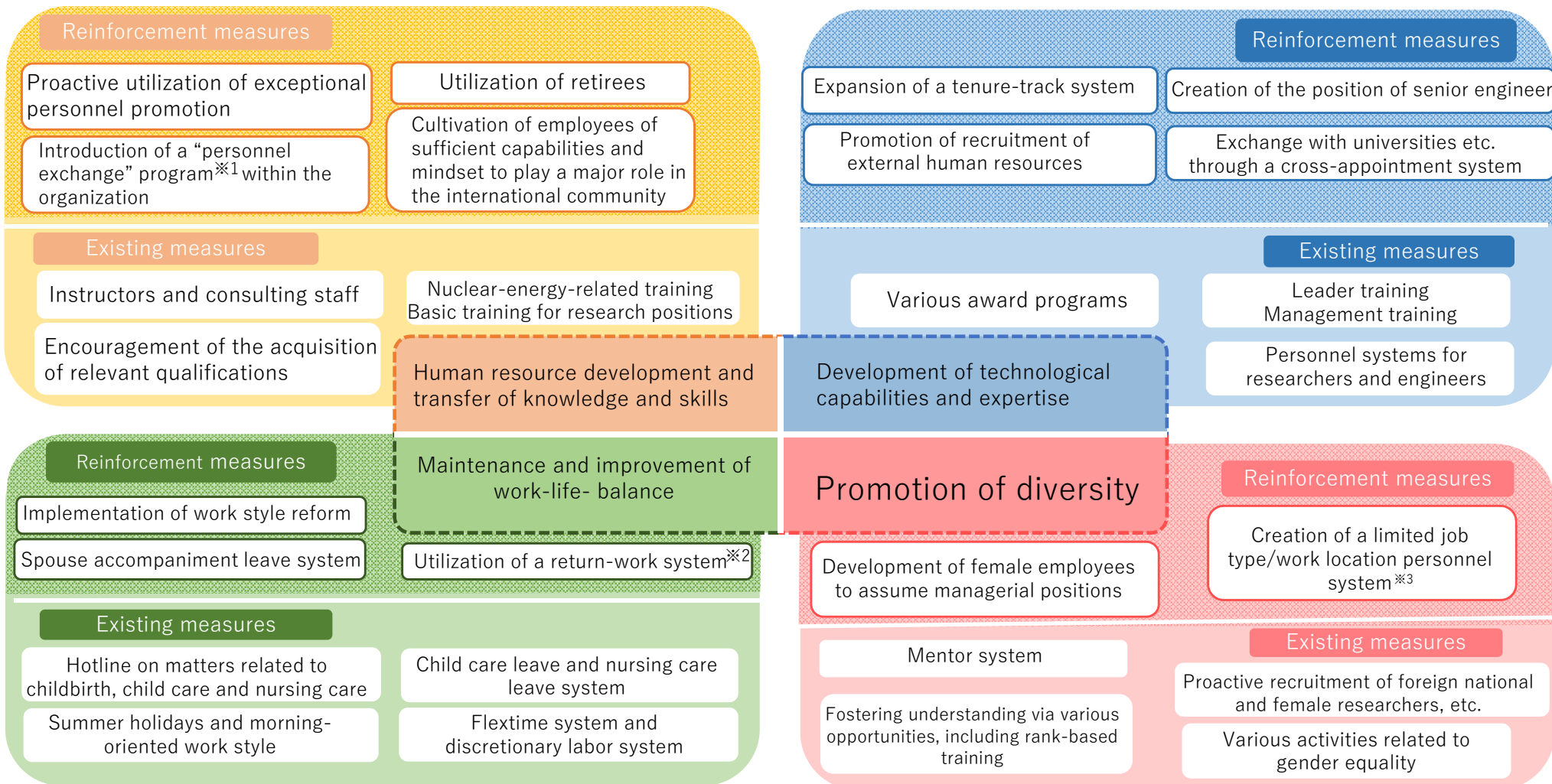
Examples: Training for new employees; training for mid-career employees; training for employees promoted to managerial positions; basic and applied courses in nuclear energy; and practical business language training

※1: A system by accepting researchers in universities etc. to JAEA or transferring JAEA's staff to universities etc., enables them to be engaged in R&D according to respective agencies' role under employment agreement

※2: A system which estimates aptitude of each employee and determines future direction by experiencing various business in 2 ~ 3 years job change cycle for selected time of period (about 15 years) after employment

*Example of new university graduate

Principal Human Resources Management Measures



※1: A system to widen specialization by experience various business for selected time of period in other departments in JAEA

※2: A system to make use of experience of those who retired by inevitable reason such as childbirth, child care and nursing by reemployment

※3: A system contribute to continuity of business by various person by employment staff who's type of occupation or place is limited.



Staff employment path

JAEA has many fields to exert various specialization.

