



**Post-doctoral Research position
(2 years)
Management and Leadership for Safety in Nuclear
Dismantling Projects**

Field(s) of specialisation: Management, Safety, Leadership, Project Management

Key words: leadership for safety, nuclear safety, dismantling, complex project management.

Organisations: Université Côte d'Azur, SKEMA Business School, GREDEG

The GREGEG has a vacancy for one full-time postdoctoral researcher in Management and Leadership for Safety for a period of 2 years. This position is funded by the DMaLSE project supported by the EU European Union within the framework of the Instrument for Nuclear Safety Cooperation (INSC). DMaLSE is a multidisciplinary project supporting the improvement of nuclear safety around the world. Its main objective is to ensure that nuclear dismantling activities are conducted in line with the highest standards of safety. The DMaLSE project will be carried out by three partners: Université Côte d'Azur (UCA), SKEMA Business School and Karlsruhe Institut für Technologie (KIT).

Context and research description:

As many installations are reaching the end of their service life, the decommissioning of nuclear power plants (NPPs) is increasingly arousing interest of governments, nuclear regulators, and NPP operators. Moreover, security concerns, social pressure and the increasing economic viability of renewable energy sources are likely to encourage policy makers to shut down additional facilities in the coming years. According to a recent report of the international consultancy agency, Deloitte, 56 nuclear facilities worldwide are currently in the phase of decommissioning, while more than 400, including NPPs and research reactors, are expecting to phase out by 2040.

Decommissioning projects are highly complex in their design, planning and execution as they involve the coordination of numerous interdisciplinary actors over a very long period – typically 20 to 30 years – creating many safety challenges. These challenges highlight the need for further development of leadership and management for safety competencies. **In this context, leadership and management for safety relates to the managerial competencies necessary to develop, promote and sustain safety culture during the decommissioning of nuclear facilities and to set goals, lead others and manage knowledge and projects in order to enhance safety performance.** The development of these competencies is necessary to enrich and complement the predominant technical background and skills of engineers/managers in the nuclear sector.

The main objective of the DMaLSE project is to further develop a science-based training package for future decommissioning project managers. This training material, designed to suit their specific needs, will be made available to all IAEA member states, but is primarily addressing the needs of INSC countries. This training will provide the nuclear sector actors and regulating institutions a recognized Master-level university diploma in the field of management and leadership for safety applied to decommissioning projects.

In order to reach this goal, and because of the novelty and the complexity of the decommissioning projects, a multidisciplinary research program is developed to create the necessary knowledge for improving management and leadership for safety in nuclear decommissioning projects (NDP). **In this context, the post-doctoral researcher will be part of the first phase of the project, which aims at analyzing different cases of nuclear decommissioning projects in France, mainly through qualitative methodologies (interviews, observations, documents analyses).** S/he will work in close coordination with another post-doctoral researcher based in Germany (Karlsruhe Institut für Technologie - KIT), who will conduct a similar empirical study in another European country. Bi-annual workshops will be organized to compare research results.

ABOUT US

GREDEG: Researchers from both the Université Côte d'Azur and SKEMA Business School belong to GREDEG Research Centre. GREDEG aims at analysing coordination and interaction patterns between firms and markets in a framework, in which innovation processes and knowledge assets play critical roles. This research direction is explored through a multidisciplinary approach with topics dealing with economic, managerial and legal aspects. The GREDEG is made up of several teams. The post-doctoral fellow will be part of the Ecological Transition and Organizational Resilience team. For further information about GREDEG please visit: <https://gredeg.univ-cotedazur.fr/>.

UCA: Université Côte d'Azur has been an experimental university since 1 January 2020. This new academic status helps develop a bold and independent strategy based on:

- breaking down the barriers between education, research and innovation,
- developing agility and responsiveness through the increased autonomy of the units,
- the ability to harness the amazing potential for diversity represented by its 17 members.

Université Côte d'Azur won the prestigious Initiative d'Excellence (Idex) label in 2016. This distinction, awarded by an international jury, positions the university among the 10 best French research-intensive universities, provides it with additional resources to further accelerate its development, and marks the recognition of a university capable of standing tall in the face of global competition. For further information about UCA please visit: <https://univ-cotedazur.eu/>.

SKEMA: SKEMA is a global research and higher education institution that trains talents who are committed to transforming the world through a sustainable approach. Business School's faculty comprises more than 170 professors located across 7 locations: 3 campuses in France (Lille, Paris, Sophia Antipolis), 1 in China (Suzhou), 1 in the United States (Raleigh), 1 in Brazil (Belo Horizonte), and 1 in South Africa (Cape Town). In 2019, the school created an Artificial Intelligence research lab in Canada (Montreal). SKEMA is accredited at EQUIS, AACSB, and



EFMD–EMBA. Its programs are legally recognized in France, as well as in the United States, Brazil, and China. For further information about SKEMA please visit: <https://www.skema.edu/>.

About the position:

This offer is for a full-time employment for a duration of 1 year, renewable once. The tentative starting date for this position is **01 December 2022** but can be flexible depending on the availability of the candidate.

The gross salary for this position is 3300 euros per month (net salary 2700 euros per month).

The candidate will work together with Professor Catherine Thomas (UCA), Associate Professor Yoann Guntzburger (SKEMA) and the DMA LSE team. He/She will be based at GREDEG in the Sophia Antipolis campus. The candidate is expected to work on research activities within the scope of the DMA LSE project, including research publications, conference presentations and workshop participation. The candidate will also have opportunities to interact with academics and researchers in Safety Management, Leadership for Safety and Project Management, amongst others.

Required qualifications:

The candidate will be part of the UCA and SKEMA team and will have frequent interactions with the KIT team, and the different stakeholders (nuclear actors). He or she will be responsible for the following tasks:

- Carrying out a literature review on 1) the managerial aspects related to the dismantling projects, and 2) management and leadership for safety within complex projects.
- Conducting qualitative studies with operators involved in dismantling projects.
- Understanding the different challenges of dismantling projects.
- Collaborating with the KIT team in developing comparative studies between German and French projects.
- Contributing to disseminating DMA LSE project's research results through participation in scientific conferences and publications in top-ranked academic journals.
- Participating in the development of teaching case studies.

The candidate is expected to hold a Ph.D. in Management. Knowledge of safety management is not essential, but desirable. An engineering background (for example in chemical/process, mechanics, civil, nuclear or relevant) would be a strong asset. Significant research skills are required, especially in qualitative methods. The candidate is also expected to have excellent organisational and communication skills (both in French and English), flexibility and willingness to work in a team.

How to apply:

Interested candidates are required to provide the following documents in PDF format regrouped in a single zip file:

- Cover Letter
- CV with a list of publications
- The names and contact details of three references (including the Ph.D. supervisor)

- One or two published papers

Candidates must send their application to Catherine Thomas (catherine.thomas@univ-cotedazur.fr) and Yoann Guntzburger (yoann.guntzburger@skema.edu).

Applications are open until November 20, 2022.