



POST-GRADUATE PROGRAM BOOKLET

1. Welcome

Welcome to the **Post-Graduate Program at ITER Organization.**

This program offers early-career professionals the opportunity to gain practical experience in an international environment and contribute to meaningful work. It is designed for recent post-graduates who want to strengthen their technical foundations, develop professional skills, and grow through real responsibilities within a team.

2. WHY this program exists

The Post-Graduate program was created to support graduate employability by providing a structured entry into professional life. It also helps ITER build a sustainable pathway of early-career professionals who can contribute to the organisation's mission and develop over time.

The program supports knowledge transfer by enabling experienced colleagues to share professional practices, standards, and expertise with new talent. Through a combination of real assignments and learning activities, participants can strengthen key technical skills while developing broader professional capabilities. The program also promotes fairness and merit by offering transparent access to opportunities and a consistent selection approach.

In summary, the program aims to:

- Support graduate employability through meaningful work experience
- Build a pipeline of future professionals for ITER and the sector
- Transfer critical knowledge from experienced professionals to the next generation
- Develop technical skills through a structured learning cycle
- Promote fairness and merit through transparent recruitment

3. WHAT the program offers

The Post-Graduate program is a structured early-career experience lasting **24 months**, designed to support the transition from academic study to professional practice. Participants join a team and contribute to real projects while receiving guidance and development opportunities.

You will benefit from hands-on work experience, mentoring, and exposure to different teams and ways of working. The program also offers learning opportunities aligned with your assignment, as well as regular feedback discussions to support your progress.

Key features include:

- A defined role within a team, with clear objectives and deliverables
- Onboarding and induction to support your integration
- Mentoring and professional guidance throughout the assignment
- Training sessions and learning resources
- Regular feedback and progress reviews

4. WHO can apply

The program is open to candidates who:

- Are **nationals from countries participating in the ITER Project** (China, the European Union, India, Japan, Korea, Russian Federation, and the United States)
- **Be in possession of a Master's degree** obtained no earlier than two years before the application deadline (or to be awarded before taking up duty at the ITER Organization)
- Have **no more than two years' professional experience** when applying (excluding internships)
- Speak **English**
- Are motivated to learn and develop professionally
- Can demonstrate strong communication and analytical skills
- Are interested in contributing to meaningful projects
- Share ITER's values and standards of professionalism

5. HOW do we assess applications

Applications are assessed based on the evidence provided in your application documents. The screening process focuses on the relevance of your academic background, the skills you demonstrate through projects or experience, and your motivation to join the program and the ITER Organization. Written communication is also valued, as it reflects your ability to present information clearly and professionally.

Typical shortlisting criteria include:

- Relevance of education and academic background
- Evidence of technical skills
- Relevant experience through internships, research, projects, or volunteering
- Motivation and understanding of the program and the ITER Organization
- Written communication and clarity of expression

We aim to ensure selection is merit-based, fair, consistent, and transparent.

6. HOW to apply

Applications should reflect your own work and your own motivation.

Step 1: Prepare your documents

Your application must include:

- CV (recommended 1–2 pages): education, experience, skills/tools, certifications (if applicable), languages (English required)
- Personal Statement (max 1 page): motivation, relevant skills, qualities and experience, learning goals, contributions and values.
- Valid passport or proof of nationality
- Latest diploma certificate

Step 2: Submit your application

Submit your application on the [dedicated webpage](#) within the defined deadline.

If you miss the opening deadline, you may still apply through our ongoing (rolling) opening.

Step 3: Selection process (indicative)

The process typically includes:

- Applications screening
- Assessment stages (may include a test or case study)
- Interview (shortlisted candidates only)
- Final decision and offer

All candidates will be informed of the outcome once the process is completed.

Please note that any false or misleading statement, or the withholding of relevant information, may stop any competition process and provide grounds for the withdrawal of any offer of appointment or the termination of employment at the ITER Organization.

7. Guidance on the use of AI:

Candidates may use generative AI tools when preparing their applications. To ensure a fair recruitment process, follow this guidance:

- **Be authentic.** Applications should reflect individual experience, skills, and motivation. AI may be used to proofread or improve clarity, but the content must remain the candidate's own.

- **Avoid generic responses.** Over-reliance on AI-generated text can result in applications that lack specificity and appear similar to others.
- **Use AI for research.** AI tools can support understanding of the ITER Project and the role.
- **Do not use AI during interviews.** Interviews assess individual competencies and experience. Candidates are expected to respond independently and truthfully. Use of AI during an interview may result in disqualification.

8. Tips for a strong application

- Tailor your Personal Statement to the program (who you are, your story, background and achievements)
- Use clear examples (projects, research, internship tasks)
- Show outcomes (results, deliverables, skills applied)
- Keep your formatting simple and readable
- Proof-read carefully for clarity and accuracy

9. Program conditions

- Start date: **November and April**
- **Master/Engineering degree or equivalent** shall be awarded prior to take up duty at the ITER Organization
- Duration: **2 years** (renewable for 2 additional years based on business need and performance)
- Location / working mode: **ITER Organization – FRANCE – On-site**
- Working hours: **40h/week**
- Leave entitlement: **2 days per month** in addition to home travel days to be determined depending on the place of origin.
- Compensation: **P1 grade** – visit our [benefit package simulator](#)
- **Pension and social insurance** – visit our [Benefits at ITER page](#)

10. Contact

For questions about the program or your application, please contact:

Email: Post-graduate@iter.org

Website link [here](#)