



## Job Description

## Associate Software Engineer (SGIS)(P2) - (2024/0111 (179395))

Organization SGIS-Application Development Team

Primary Location Austria-Vienna-Vienna-IAEA Headquarters

Posting Date 2024-02-27, 4:21:23 PM

Closing Date 2024-03-20, 1:59:00 AM

Duration in Months: 36

Contract Type: Fixed Term - Regular

Probation Period: 1 Year

Full Competitive Recruitment: Yes

**IMPORTANT NOTICE REGARDING APPLICATION DEADLINE:** Please note that the closing date for submission of applications is indicated in local time as per the time zone of the applicant's location.

### Organizational Setting

The Department of Safeguards carries out the IAEA's duties and responsibilities as the world's nuclear inspectorate, supporting global efforts to stop the spread of nuclear weapons. The primary role of the Department is to develop and implement IAEA safeguards to ensure that there is no diversion of declared nuclear material from peaceful activities and no indications of undeclared nuclear material or activities in a State as a whole.

The Department comprises nuclear safeguards inspectors, responsible for carrying out inspections and verifications of all-safeguards relevant information for nuclear facilities in over 180 States; and technical staff responsible for a wide range of activities including: developing concepts and approaches for implementing safeguards; developing and maintaining safeguards equipment; providing analytical and laboratory services for sample analysis; collecting, evaluating and analysing safeguards-relevant information; providing information and communication technology infrastructure and services; and providing programme coordination support.

The Office of Information and Communication Systems (SGIS) is responsible for the provision of secure Information and Communication Technology (ICT) services that enable the Department of Safeguards to deliver on its mandate. Major services provided by SGIS include provision of information technology project management services; development and maintenance of specialized ICT solutions; operation of resilient ICT infrastructure; provision of customer support services; and protection of safeguards information. In partnership with other organizational entities, SGIS is responsible for planning and implementing ICT strategies as well as promoting ICT standards.

### Main Purpose

The Associate Software Engineer supports and implements software solutions and systems, aimed at improving business processes to meet organizational needs, and applies technical knowledge to maintain a range of information systems running on diverse platforms, in an agile environment.

### Role

The Associate Software Engineer is:

- (1) a technical specialist, performing software engineering tasks across the software development lifecycle including requirements analysis, architecture, effort estimation, software development, and testing at software implementation level;
- (2) a team member, taking part in various projects and a contributor to continuous process improvements in the Development Section;
- (3) an innovator, developing innovative solutions and prototypes, and a problem solver, troubleshooting software issues and debugging code.

### Functions / Key Results Expected

- Carry out requirements analysis and design software solutions/systems in accordance with the architecture guidelines.
- Implement software to meet requirements in accordance with the development guidelines and the Safeguards Digital Design System.
- Provide software maintenance and technical support for existing software solutions/systems.
- Prepare documentation and support acceptance testing as well as user training.

### Competencies and Expertise

#### Core Competencies(Competency Framework)

Name	Definition
Communication	Communicates orally and in writing in a clear, concise and impartial manner. Takes time to listen to and understand the perspectives of others and proposes solutions.
Achieving Results	Takes initiative in defining realistic outputs and clarifying roles, responsibilities and expected results in the context of the Department/Division's programme. Evaluates his/her results realistically, drawing conclusions from lessons learned.
Teamwork	Actively contributes to achieving team results. Supports team decisions.
Planning and Organizing	Plans and organizes his/her own work in support of achieving the team or Section's priorities. Takes into account potential changes and proposes contingency plans.

#### Functional Competencies

Name	Definition
Client orientation	Establishes effective relationships with clients to understand and meet or exceed their needs. Finds ways to ensure client satisfaction.

Commitment to continuous process improvement Identifies opportunities for process, system and structural improvement as well as improving current practices, increasing effectiveness and achieving efficiency gains. Actively supports the application of sound quality management standards and process improvement.

Technical/scientific credibility Acquires and applies new skills to remain up to date in his/her area of expertise. Reliably applies knowledge of basic technical/scientific methods and concepts.

### Required Expertise

Function	Name	Expertise Description
Information Technology	Information Security	Very good knowledge of secure coding techniques and information security.
Information Technology	Software Engineering	Understanding of software engineering processes and the software engineering life cycle.
Information Technology	Web Development	Experience with developing web applications using various web development technologies.

### Qualifications, Experience and Language skills

- University degree in Computer Science, Software Engineering or a related field.
- Internationally recognized certification in software engineering or development is desirable.
- At least 2 years of relevant experience developing web and/or desktop applications, specifically with:
  - formal methods for requirements analysis, architecture and system design;
  - web development technologies (HTML5, CSS3, XML, JavaScript/TypeScript) and/or client-server environments;
  - C#, as well as knowledge of one or more of: WebAPI/RestAPI/WCF web services, Java;
  - relational database management software (e.g. Microsoft SQL Server) and SQL;
  - a disciplined approach in software engineering, such as agile methodologies (e.g. SCRUM or Kanban).
- Experience in or knowledge of one or more of the following would be considered an asset:
  - .NET framework and/or .NET 6+ using ASP.NET WebAPI ;
  - front-end JavaScript development frameworks such as Angular;
  - frameworks like Blazor and Bootstrap;
  - responsive web design;
  - NoSQL solutions, such as MongoDB, RavenDB, and ElasticSearch.
- Excellent oral and written command of English. Knowledge of other official IAEA languages (Arabic, Chinese, French, Russian and Spanish) is an asset.

### Remuneration

The IAEA offers an attractive remuneration package including a tax-free annual net base salary starting at **US \$50377** (subject to mandatory deductions for pension contributions and health insurance), a variable *post adjustment* which currently amounts to **US \$ 25037\***, dependency benefits, *rental subsidy*, *education grant*, *relocation* and *repatriation expenses*; Other benefits include 6 weeks' annual leave, *home leave travel*, *pension plan* and *health insurance*. More information on the conditions of employment can be found at: <https://www.iaea.org/about/employment/professional-staff/conditions>

### General Information

- The IAEA's paramount consideration in the recruitment of staff member is to secure employees of the highest standards of efficiency, technical competence and integrity.
- Staff Members shall be selected without any unfair treatment or arbitrary distinction based on a person's race, sex, gender, sexual orientation, gender identity, gender expression, religion, nationality, ethnic origin, disability, age, language, social origin or other similar shared characteristic or trait.
- The IAEA is committed to gender equality and to promoting a diverse workforce. Applications from qualified women and candidates from developing countries are strongly encouraged.
- Applicants should be aware that IAEA staff members are international civil servants and may not accept instructions from any other authority. The IAEA is committed to applying the highest ethical standards in carrying out its mandate. As part of the United Nations common system, the IAEA subscribes to the following core ethical standards (or values): *Integrity*, *Professionalism* and *Respect for diversity*.
- The IAEA has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and the IAEA, including sexual harassment, abuse of authority and discrimination.

### Evaluation process

- The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the selection criteria stated in the vacancy announcement. Applicants must provide complete and accurate information. Evaluation of qualified candidates may include an assessment exercise, which may be followed by a competency-based interview.
- Candidates under serious consideration for selection may be subject to reference and background checks as part of the recruitment process.

### Appointment information

- Appointment is subject to a satisfactory medical report.
- Staff members may be assigned to any location.
- Candidates appointed to posts in the Professional and higher categories are subject to *IAEA rotation policy* and their maximum tour of service shall normally be seven years.
- The IAEA retains the discretion not to make any appointment to this vacancy, to make an appointment at a lower grade or with a different contract type, or to make an appointment with a modified job description or for shorter duration than indicated above.