

Director, Reactor Operations and Maintenance

About McMaster University

Ranked as one of the world's top 80 universities, McMaster University is known for teaching and research excellence. Our purpose is the discovery, communication, and preservation of knowledge. We seek to create a Brighter World through research focused on the health and well-being of all. Through our teaching, research, and scholarship, we are committed to creativity, innovation, and excellence. We value integrity, quality, inclusiveness, and teamwork in everything we do. We inspire critical thinking, personal growth, and a passion for lifelong learning. We serve the social, cultural, and economic needs of our community and our society.

Canada's Nuclear University

McMaster University is the nation's preeminent nuclear research institution. It's home to a unique suite of world-class research facilities anchored by the McMaster Nuclear Reactor – a multipurpose research reactor that provides neutrons for medical isotope production and scientific research. The University's accelerator and high-level labs, combined with hotcell, cyclotron, neutron scattering and positron beam facilities, allow researchers and industry partners – at home and abroad – to advance R&D in nuclear technologies and health, environment, and materials research. These facilities are critical to the advancement of Canada's nuclear industry – providing the training ground for the next generation of leaders and driving national programs in nuclear engineering and small modular reactor development, materials science and medical isotope research.

About the McMaster Nuclear Reactor

The **McMaster Nuclear Reactor (MNR)** has an international reputation as one of the world's most innovative university-based research reactors and a major supplier of medical isotopes. It plays a critical role in the re-emerging Canadian nuclear community by enabling national programs in nuclear engineering and small modular reactor development, materials science, and medical isotope research.

As the only research reactor in the world operating without government subsidies and funding, unique challenges exist to ensure the reactor is operated and maintained in a cost effective and sustainable manner.

New Leadership Opportunity

McMaster is seeking a **Director, Reactor Operations and Maintenance** to lead the transition to 24 hours per day operation at a higher power, embark on a major aging management plan to ensure safe continued operations while leading the growth of scientific and nuclear engineering research-based applications and the user base of the nuclear facility. The incumbent will drive overall strategic planning, budgeting, and management for the MNR.

This new leadership role offers tremendous opportunity for growth and the autonomy to shape the portfolio, while building strong connections to McMaster's academic and research community. The incumbent will be part of an inclusive and collaborative working environment that encourages innovation, creativity, and curiosity.

Core Accountabilities

In a collaborative team environment which embraces the values of integrity, teamwork, and inclusivity, the Director will serve as an organizational leader and is expected to:

- **Nuclear Operations Leadership**
 - Ensure the safe, secure and effective operation of the McMaster Nuclear Reactor. Develop strategic plan(s) for the McMaster Nuclear Reactor to ensure successful completion of short- and long-term goals and objectives.
- **Research and Education**
 - Support research and education through the provision of staff support, facilities, equipment, scheduling, and technical and administrative support. This is the primary purpose of the nuclear and related activities at McMaster University and priority support is provided to McMaster University departments.
- **Commercial Products and Services**
 - Collaborate and support other key university stakeholders and private sector partners to translate new market opportunities into commercial realities utilizing MNR. Develop and execute facility modifications, operating cycles and strategies which deliver customer demands while balancing research and educational priorities.
- **Legislation and Regulations**
 - Act as the primary liaison/ Single Point of Contact (SPOC) for federal agencies responsible for implementation of legislation and issue of licences related to MNR and specifically the Class 1 Non-Power Reactor Operating Licence. Ensures that best practices are implemented in all safety and control areas.
- **Human Resources**
 - Recruit, manage, and retain staff in a highly specialized and competitive field. Provide direct supervision for 4 managers and 3 staff and indirect supervision for an additional ~ 30 employees. Foster outstanding teamwork and motivation and provide strong leadership to the team while creating a safe, inclusive and respectful work environment.
- **Stakeholder Relationship Management**
 - Act as the point of contact for various internal and external stakeholders. Manage divergent/ competing stakeholder requests and expectations to maximize the University's reputation.

Are you the right candidate?

This role requires a **minimum of 8 years of progressive leadership experience** in nuclear operations or maintenance with **at least five years in a management role**. The ideal candidate will have a Master's degree or higher in nuclear engineering or science (or a related field) and the following qualifications:

- A proven leader with demonstrated experience achieving positive results managing teams of experts and complex projects in a nuclear environment.
- Superior leadership competencies and strong communication skills – proven ability to develop collaborative relationships with a diverse group of constituents.
- Highly collaborative with proven skills to consistently build effective relationships with research, industry and administrative partners.
- Industry qualifications demonstrating working knowledge of reactor physics, radiation safety, operating policies and procedures, supervision of licenced personnel, and safety culture.
- Knowledge of national and international statutes and regulations pertaining to the operation of nuclear facilities.

Important Considerations

- The position requires extensive travel domestically and internationally (minimum of 1 month/annum) to meet with regulators, international customers and industry colleagues.
- The position requires frequent on-call duties and membership on the University's nuclear facilities emergency response team.

Employment Equity Statement

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and within the lands protected by the "Dish With One Spoon" wampum agreement.

The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity.

The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from indigenous (First Nations, Métis or Inuit) peoples, members of racialized communities, persons with disabilities, women, and persons who identify as 2SLGBTQ+.

Apply Online

To apply, visit <https://hr.mcmaster.ca/careers/current-opportunities> and search for staff posting #49158.