



***REJUVENATION OF THE STAFF - PREPARING YOUNG
EMPLOYEES TO BECOME SPECIALISTS IN
PROCUREMENT SECTOR, AS STRONG SUPPORT OF
NUCLEAR ENERGY DEVELOPMENT***



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Agenda

- ✓ Explore Romania
- ✓ About Nuclearelectrica
- ✓ About the Procurement Department
- ✓ Our Activity
- ✓ Education and training for industry
- ✓ Aptitude s and attributes of Procurement Department staff
- ✓ Remarks





NUCLEARELECTRICA

Explore Romania

Area - Romania covers an area of 237,500 square km.

Borders - Romania has land borders with Moldova, Ukraine, Hungary, Yugoslavia and Bulgaria.

Capital - Bucharest lies in the far south of the country on the plains of Wallachia, set between the Danube to the south, and the mountainous region of Transylvania to the North.

Local time - Eastern European Time Zone: GMT + 2 hours

Population - 21.673.300 / Bucharest: 2,207,000

Language - Romanian

Government - Republic / Member of EU & NATO

Currency - Leu (pl. Lei)

Climate - Temperate continental with four different seasons.

Elevation extremes: Black Sea: 0 m - Moldoveanu Peak in the Fagarasi Mountains: 2.544 m



About Nuclearelectrica Company



SN Nuclearelectrica SA-

headquarters in Bucharest ,
has two branches, no legal
person:

- ✓ **Cernavoda NPP** - operating
CANDU Units 1 and 2
- ✓ **FCN - Pitesti**, the Nuclear
Fuel Plant - manufacturing
nuclear fuel Candu type, for
Cernavoda NPP Units 1 & 2





About the Procurement Department

The Procurement Department is established at the executive level and is formed by three working groups:

- ✓ **one group** is **located in** Nuclearelectrica Company's headquarters in **Bucharest**
- ✓ the **others two** in **Cernavoda NPP** and in **Nuclear Fuel Plant** in **Pitesti**.

The main activities - dedicated for the **procurement of parts / service / works** required to operate Candu Units 1&2 in Cernavoda and to manufacture nuclear fuel to FCN Pitesti, in conditions of **nuclear and functional safety, reliability and economic efficiency**, for the benefit of the company.

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NUCLEARELECTRICA

About the Procurement Department

The **main activities** of Procurement Department are focused on:

- ✓ **coordination** and **execution**, jointly with dedicated staff from its branches – of **the procurement process, in the whole** (issuing of PR's documents, reviewing Tender Book and TS, including nuclear qualification requirements for the potential suppliers, issuing the documentation and announcements as are imposed by the procurement legislation)
- ✓ issuing and monitoring **Annual Procurement Program** for Nuclearelectrica and its subsidiaries
- ✓ organizing **procurement procedures** in accordance with acquisition legislation applicable in Romania issued based on EU Directives 17 and 18 /2007
- ✓ has the responsibility of **promotion, development, signing** and **execution** of commercial contracts for CNE Cernavoda and for FCN Pitesti.
- ✓ **assurance of the logistic support** on commercial aspects during contracts or POs execution within SNN head office or branches,

Our Activity



- ❑ The volume of the procurement within NUCLEARELECTRICA Company, has a medium average of **650 million USD per year**, in which the **public acquisitions represents 94% of total**; the rest represents acquisitions as exception of the law of acquisition
- ❑ During 2009 were carried out about **400 procurement procedures** and signed **about 900 contracts** within Nuclearelectrica
- ❑ The difference between numbers of applied procedures and contracts signed is given by the fact that a procedure could have as result a number of contracts (due to lots, different suppliers, etc.)

Our Activity

Structure of Procurement Department

70 persons



- ✓ 40% of employees are aged under 35 years, and training of young professionals is a target in acquisition activity
- ✓ 45% middle aged
- ✓ 15% will be retired in the next two years

- ❖ 50% MSc or BSc degree
- ❖ 15% Business Administration degree
- ❖ 35% others

- ✓ 30% are boys and 70% girls, observing the involvement of the female part in this activity, because a very large amount of work requiring distributive attention, patience and a high level of dedication; and those are traits otherwise specific feminine part.

Our Activity



❑ The procurement process of goods, works and services necessary for operation of CNE Cernavoda Units 1& 2 and nuclear fuel fabrication is developed through commercial relationships, based on mutual trust and respect, on long term collaboration and cooperation , in the benefit of all involved parts, both for:

- **Nuclearelectrica Company** - as beneficiary and for
- **manufacturers and/or suppliers**, as business partners.

❑ In order to obtain a long term and mutually and beneficially cooperation, the human factor proved its importance, as competence and stability factor.

✓ a specialist in procurement activity can be formed in a period of at least five years. (from experience so far)



Education and training for nuclear industry

- ✓ In a number of Member States, due to uncertainties and fewer career opportunities, **interest in nuclear industry courses of study has continued to decrease**. This decrease has happened in many cases in all engineering areas, not just nuclear engineering.
- ✓ A systematic succession planning system is established for key personnel. Successors for key positions are identified at least a year in advance and the information is openly communicated in order to create **good conditions for the transfer of knowledge**.
- ✓ **Successors from within the company are preferred**.
- ✓ **Mutual trust and respect** at all levels, but particularly between older workers - who are transferring knowledge, and new employees, is a fact that facilitates knowledge transfer, particularly regarding tacit knowledge.

Education and training for nuclear industry

- ✓ Younger people don't necessarily learn in the same way as the retiring workers (they are rapid in judgments, more clever- sometimes, impatient - sometimes, have good ideas, aso)
- ✓ *People share and spread their tacit knowledge by working in teams, not in isolation.*
- ✓ **Open communications are encouraged up, down and horizontally.**
- ✓ **Working teams include a mix of experienced and young employees, and also a mix of expertise, in order permit sharing of knowledge, and with the goal to develop flexibility in work organization.**



Education and training for nuclear industry

- Ensure each member of the team has a good understanding of the project's vision and goals to ensure a Young Professionals
 - ✓ Team-building and leadership exercises
 - ✓ Technical tours to nuclear industry and nuclear research facilities.

- Young professionals are participate as full members in working groups, meetings, conferences, reviews, and safety committees.

- **They bring energy, fresh ideas and a questioning attitude to the job.**

Aptitude and attributes of the Procurement Department Staff



The team in Nuclearelectrica distributed in:

- ✓ Executive level
 - ✓ Cernavoda NPP subsidiary
 - ✓ FCN Pitesti subsidiary
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- Significant age space difference enough in the procurement activities
 - **Renewal** of staff **with young specialists motivated and dedicated** to procurement/acquisition activities - an immediate **necessity** and a **staff policy**.
 - **Entire staff** involved in procurement activities **should be very well trained**, in many areas, not only as experts in procurements legislation issues and international commercial contracts, but also should be well trained as technical engineers with additional financing/economical knowledges

Aptitude and attributes of the Procurement Department Staff



- It requires thorough preparation standpoint **technical specialists** - engineers in the nuclear field and / or power sector, with knowledge about nuclear power plant operation, to be able to analyze and review / correct a Tender Book /technical specification, which defines technical characteristics of equipments, spare parts, components and services/works, required to assure a normal safety operation of the two CANDU type nuclear units in Cernavoda NPP.
- A specialist in procurement must have also, besides the specialized professional technical or economic training, **attributes specific to domestic and international economic relations and contracts negotiations**, listed as most important the followings:
 - ✓ Aptitude for business development cooperation relations and cooperation with Romanian and foreign partners
 - ✓ Coolness and presence of mind-for notification and resolution - in the interest of the company - for the critical situations that may arise during negotiations .

Aptitude and attributes of the Procurement Department Staff



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- ✓ **Aptitude for business development** cooperation relations and cooperation with Romanian and foreign partners
- ✓ **Coolness and presence of mind** - for notification and resolution - in the interest of the company - the critical situations that may arise during negotiations
- ✓ **Elegance and care in clothing behavior** to make a good impression on business partners
- ✓ **Humor, intelligence and charisma** - to gain the trust of partners and facilitate discussions with management during contract negotiations

- ✓ **More availabilities for:** teamwork, respecting the provisions of hierarchical leaders, independence and vision to propose and support solutions
- ✓ **Readiness to learn continuously**, to request participation in new activities and training courses, and, not the last, to know very well English language

Aptitude and attributes of the Procurement Department S Staff

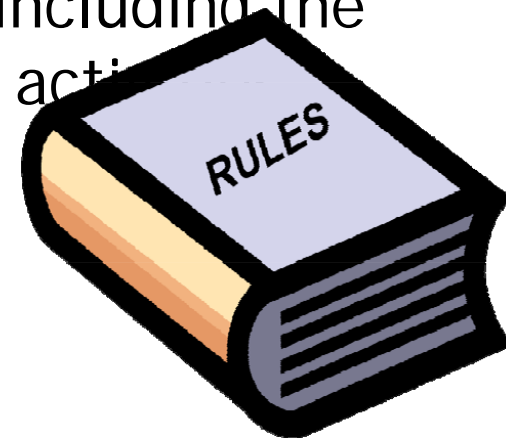


- Once hired young staff, faculties graduates or post-secondary specialized schools, trained or in professional training, it should intervene and
- *Create working conditions suitable for professional reasons and materially promoted on merit, giving them attention and taking care of them,*
- **We constitute one family**, as is also the home, considering that **at least 1 / 3 of our time we spend together in the working process in our offices**
- Personally, I enjoy working with and I'm proud of my young colleagues – girls and boys from Procurement Department who are **interested** in what they do, **acting as a dedicated team**, are **eager for new, enthusiastic** and **overwhelmingly**,
- Besides the responsibilities assigned to each of them in the **job description files** they are involved in activities linked directly to procurement process, being co-opted as members in the tender evaluation committee, with such **opportunity to learn**, in time, from colleagues with more experience in acquisitions, science of negotiation and how to conclude the best of commercial contracts.

Aptitude and attributes of the Procurement Department Staff



- Each employee implicated in the procurement department **must be aware of the importance of safety issues, above all**, and comply of legislation:
 - ✓ public acquisitions laws and norms of application and
 - ✓ regulations, rules, guides and procedures established by CNCAN- National Commission for Control of Nuclear Activities - Regulatory Body in Romania.
- Also, **all procedures**, established, within SNN must be **well known** by whole company staff, including the procedures dedicated to procurement activities.



REMARKS



- We have to take into consideration the space age difference, significant enough in the collectives which develop procurement activities,*

- Employment of young personnel and proper training and motivation of its success is evidence of a continued activity in procurement, in particular and the development of the nuclear program, in generally.*



NUCLEARELECTRICA



We will be retired, but we have to take care that young specialists will replace us!

thank
you



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