

The Trainee Program

NRG PALLAS

Nuclear. For Life.



A flying start for Young University Graduates at NRG PALLAS

18 months Trainee Program

Projects, Education, Personal Development

Starting each year in September

NRG PALLAS has set up an intensive trainee program aimed at developing young talents. The trainee program has a duration of 18 months and starts every year in September. Through this program NRG PALLAS attracts young talented each year. We offer technical University Graduates the opportunity to discover what the nuclear sector has to offer and help them find their place in it. This provides NRG PALLAS with broadly trained, well-developed and motivated employees who, after successful completion of the program, will find their way within NRG PALLAS.



Personal development

NRG PALLAS trainee program offers you an intensive Personal Effectivity Program that is focussed on becoming more effective in your professional live. The program starts with learning about yourself, followed by Workshops and Intervisions and supported with the Coach-Coachee structure.

Personal Effectiveness Program (PEP)

The PEP is designed to get the best out of you and to ensure that all trainees are able to plan their work in such a way that they can get the best out of themselves and the team. This has all to do with taking responsibility, leadership, effective communication, good planning and organisation.

Personal effectiveness is improving when you gain more insight into yourself and others. Questions that will get answered during the program are "Who am I, What do I find important, why do I find this so important? Are all my beliefs equally helpful, or do some of them stop me from performing better?"

What is expected from the trainee when joining this class?
Eagerness to learn, dare to look at yourself, pro-activity, honesty and getting out of your comfort zone.

Coach – Coachee structure



Anna Bakker
Trainee

Not only have I learned a lot from my coach but she has also been extremely helpful and always keeps her door open for me.

The coach is an independent person inside the company that helps you reach your set goals. Needless to say, you can share personal and work related problems and all conversations with your coach are confidential.

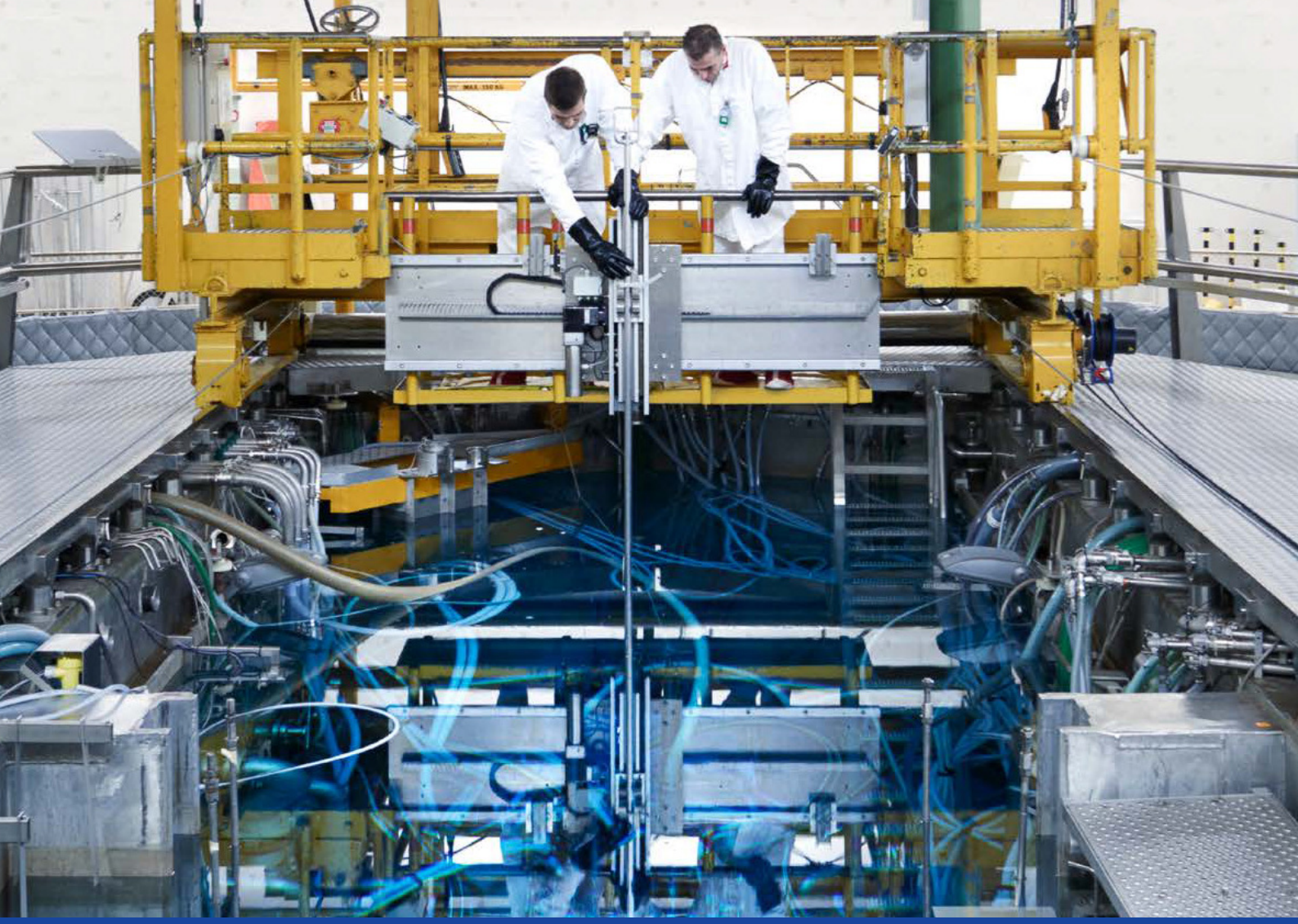
Coach Marieke van Gemert: "As a Biomedical Engineer I started my career at NRG PALLAS in 2007. At that time I was the "Benjamin" of the department and in a very short period I learned a lot by supporting senior colleagues in their projects. On the one hand I loved my work, on the other hand I felt something was missing. Nowadays I realise what I need to enjoy and excel in my work. But it was a bumpy ride to get this insight. As a coach of the trainee program I see it as my role to support the coachee in their personal development plan (PDP). Of course we also discuss the more daily challenges.

I find it very rewarding to see the growth of the trainees during their trainee period and am very proud that everyone finds a position at NRG PALLAS that suits them best".

Marieke van Gemert
Manager Nuclear New Build

The NRG PALLAS trainee program offers young talents the unique possibility to explore the opportunities in the nuclear sector.





Trainee Projects

During the trainee program you will work on various projects in and outside the company. This gives you a great insight in the nuclear world. It's what they call a true voyage of discovery. You will be working on three main strategic projects. All three projects have the duration of about six months. Next to these projects you will be work on stretched assignments also called brainbreakers. You will explore many possibilities.

You typically work on large strategic projects for six months with a max of 3 to 4 days a week. This will give you the chance to experience more different subjects and teams. While building a great network on your way.

In the following pages we will give you two examples of projects Paolo Tulino and Jan-Albert Viljoen worked on during their traineeship.

Nuclear Fuel project



Paolo Tulino
Trainee

My project at NRG PALLAS offered me an insight into what it is like to work for a highly professional organisation. It was a great learning experience.

I am a nuclear engineer from Italy. The first project I completed was as an external consultant for PALLAS Foundation. In this project I supported Juan Matías Tuñón (Lead Nuclear Engineer) in the fuel qualification of the future PALLAS reactor. I was very excited about this opportunity because not only was I going to start my first experience in the nuclear field, but this also gave me the opportunity to work for a company which is developing a brand new research reactor. One doesn't get this chance often!

Part of my work was to review the fuel design reports issued by the Argentinian designer (ICHOS). The report addressed whether the fuel was able to create the ideal circumstances for the production of the required isotopes. In addition, I had to assess if the specific parameters, such as temperature, heat flux and pressure of the reactor were in accordance with the rules and regulations of the regulatory bodies. The end result of the project was a report that triggered further discussions between ICHOS and PALLAS, which helped the overall progress of the fuel qualification. Eventually, I was even asked to review the updated version of the documents. I was happy with this acknowledgement because it showed that my project manager appreciated the work that I had done.

What I really appreciated about this project were the discussions with my project manager about nuclear physics, neutronics and the mechanics of the reactor. This resulted in gaining knowledge of the systems of research reactors and a deeper understanding of fuel assemblies. Besides the knowledge gain I also experienced what it is like to work in an international environment and got the opportunity to share thoughts and learn from my coach. It was an interesting and successful project.

Juan Matías Tuñón
Lead Engineer Nuclear Systems
NRG PALLAS

Paolo has been quite proactive and helpful in the development of his activities. He keeps a positive and pleasant attitude, combined with respectful behaviour.

He managed to solve very technical and specialised topics in a brief amount of time.

Nuclear Engineering Project



Jan-Albert
Trainee (left on photo)

I have had an amazing experience with the inspections being the cherry on top. It is something that I will always remember throughout my career.

I joined the In-service Inspection team with the goal to eventually accompany them during their work peak inspections. We were to perform non-destructive weld inspections at a boiling water reactor (BWR) in Sweden.

We started with the weld inspections of the core shroud support legs using the 'ARCHI' manipulators. The manipulators had to be lowered under water through the reactor core grid which meant that the reactor pressure vessel of the BWR was open. These inspections were performed using a technique called Eddy current testing (ET) with the possibility of also using Ultrasonic testing (UT) if the ET technique indicated a significant defect in the weld.

Once the manipulator was in place, several arms could be folded out so that the ET sensor could be positioned on the weld that needed inspection. Controlling the manipulator is something we trained for during the project preparation. The manipulator then moves the ET sensor in a scan pattern and the data is seen on a screen and interpreted by someone in the team. Interpreting the data looked like reading text with a foreign alphabet and all the data interpreters in the inspection team have to be qualified in order to do so.

We then started with the J-Groove and connection weld inspections which were located in and around pipes entering the reactor pressure vessel. The manipulators for these inspections were all connected to a remote controlled submarine and followed a similar data acquisition/interpretation process. After the inspections were completed it was time to clean up and for the data interpreters to finish the reports for the client.

Anneloes Janssen

Jan-Albert quickly blended in with our team and contributed in various projects throughout the year. He is a fast learner and shows good problem solving skills.



Education

The trainee program is a constant learning process

Education

We are offering a great range of courses that will help you develop as a young professional. You will benefit from learning new soft and hard skills that make you a valuable asset to every work environment, while we benefit from a larger pool of capable and professional employees. We offer a broad range of courses which focus on the areas Nuclear Technology, Consulting and Project Management.



Nuclear Technology

One of our courses is the 5 day course 'PWR Plant Systems Description and Operation Course' of Westinghouse, which covers the basic features of systems inside Pressurised Water Reactors (PWR). Another course that is frequently followed by trainees and NRG PALLAS employees is the TMS Course for Radiation Protection. This practice-oriented course trains employees who supervise actions with dispersible radioactive substances (open sources).



Consulting

Besides gaining work experience, NRG PALLAS offers you a Commercial Training to ensure that you develop your consulting skills. The training will offer you hands-on exercises that will teach you, for instance, effective communication, pitching and preparing for negotiations.



Project management

The PRINCE2® foundation course is a mandatory element of the trainee program. PRINCE2® is a methodology that teaches you how to organise and manage your projects at NRG PALLAS and NRG PALLAS Consultancy & Services. At a later stage of the trainee program it is optional to enrol in the more advanced course PRINCE2® practitioner.



Tailor Made

In addition to the more standard courses we offer you the opportunity to add specific courses that you require for a project or courses that support your Personal Development Plan. You can, for example, learn how to deal with specific radiation protection software or how to develop your soft skills such as writing or speaking in public.

Recruitment process

In order to take on this highly coveted role as a trainee at NRG PALLAS, there are three selection rounds in which you will have the opportunity to ask your questions, but above all to convince us with your eagerness, intrinsic motivation and drive to get off to a fantastic start in your career!

The recruitment process consists of the following three rounds:

ROUND 1

The first round is a 45-minute online interview with a current trainee and a former trainee.

(This interview is mainly aimed at taking you through the trainee program and what you can expect in the 18 months as a trainee. You can ask all the questions you might have about the program and about NRG PALLAS. In addition, we will review the content of your CV and discuss your motivation for the program).

ROUND 2

If you pass round 1 you will be invited for a second 45-minute real life interview with the Trainee Program Manager and a Corporate Recruiter. Of course we would like you to have the chance to see our location in Petten in real life and you will get that chance in this interview.

(This interview is your chance to impress the Trainee Program Manager. We will focus on your experiences so far, your background and motivation. What can we expect from you, what do you expect from NRG PALLAS and what do you think you can learn by following the program?)

ROUND 3

In Round 3 you will have an online conversation with two board members. They know exactly what is going on in their Units and whether you are the perfect match for the company.
In other words, this is your last chance to convince NRG PALLAS!

(The final interview takes 30 minutes online and focuses on your drive, interest and passion for NRG PALLAS and the trainee program).

If you think you have what it takes to start your career as a trainee at NRG PALLAS, please visit our website.



Maurits Wolleswinkel
CEO NRG PALLAS

The NRG PALLAS trainee program gives you a unique opportunity to develop your talents. For NRG PALLAS, attracting and training talented young people is fundamental to secure and further strengthen our leading position in nuclear medicinal products and contributions to sustainable energy solutions.

Rogier Gervers
Corporate Recruiter

The right first job can set you up for life and challenges you to reach your maximum potential.





Carla Salet
Trainee Program Manager

I'm really excited to experience the great steps young graduates take during the trainee program and the support of NRG PALLAS in this matter. It's one big discovery journey, the trainees learn a lot and have fun along the way.

Colophon

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