The Suadn HR
Strategy to Introduce
the 1st NPP

Prepared by:
HR Committee
Presented by:
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Brief about Sudan

- Sudan is the Largest country in Africa.
- It stretched in about 2.5 M/Km/S.
- It’s current electricity capacity is 2387MW.
- Studies proved the need to include nuclear among it’s generation mix.
The strategy objectives

- To ensure the selection, recruitment, development and retention of the right people capable of delivering the required responsibilities needed to perform the planned nuclear power program.

- To ensure the commitment of the decision takers to the program by visibly illustrating that HR function fully understands and supports the direction in which the whole program headings.
To identify and evaluate the required competencies during different phases of the project (preparation, bids invitation and commissioning).
Conditions to achieve the Human Resources strategy milestones

- Ready to make knowledgeable commitment to NPP.
  - HR needs surveyed.

- Ready to invite bids for the 1st NPP.
  - HRD Program started.

- Ready to Commission the 1st NPP.
  - HR assured.
The strategy illustrated the current situation of the education system in Sudan with emphasis on disciplines related to engineering, science beside the vocational training which represents the main source to provide the technician for the program.
Institutional Capabilities:

The current institutional capabilities are represented in:-
- NEC.
- SAEC.
- the General Directorate of Energy Affairs, and
- the regulatory bodies.
What should be done?

1- What kind of people do we need to manage and operate the NPP Program.

2- What programs and initiatives must be designed and implemented to attract, develop and retain qualified staff to operate the required activities effectively?
How to implement the strategy?

The strategic approach followed based on the following 6 steps:

1- Setting the strategic direction.
2- Design the HR Management system.
3- Planning the total workforce.
4- Generating the required human resources.

5- Investing in HRD and performance.

6- Assessing and sustaining organizational competence and performance.
How to implement the strategy?

Detailed studies would be conducted in each of the identified fields to reach the required objectives and fulfill the milestones according to the following action plan:-
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<th>Task</th>
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IAEA assistances:

To provide experts assistance and HR capability development for planning and implementation of the Sudan HR strategy