

**In Gosatomnadzor since 2013**

Education : ***International Sakharov Environmental University (2009 )***

Speciality : ***«Radioecology with specialization «Radiation monitoring»  
graduate school (2012),***

Trainings: courses and seminars of the **IAEA, the European Commission.**  
Internships and scientific visits in the regulatory bodies of the **Russian Federation, Ukraine, Poland.**

Work experience in the field of nuclear and radiation safety : **10 years**

***Joint Institute of Power and Nuclear Research SOSNY – 3 years (junior researcher at the Laboratory for Modeling Nonlinear Processes in Power Engineering)***

***Department for Nuclear and Radiation Safety of the Ministry of Emergency Situations – 9 years***

**Areas of activity:**

ensuring and maintaining the required qualifications of employees for the effective and efficient implementation of regulatory functions in accordance with the requirements of legislation :

- recruitment of personnel,
- organization of continuous professional training,
- formation of a reserve of personnel,
- interaction with higher education institutions

Member of the Training and Advanced Training Group of the European and Central Asian Nuclear Safety Network (EuCAS).



**Nikonova Viktoria**

***Deputy Head of the  
Department of HR,  
Ideological  
organizational and  
Analytical Work and  
Quality Management***



# National practice on training of personnel for TSO and regulatory body

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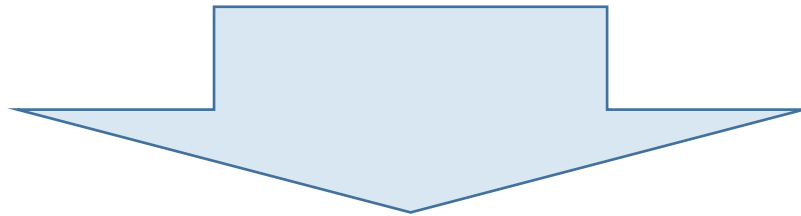
*Nikonova Viktoria*

8-9 February 2022



# State Program for staff training for nuclear energy industry

(was approved by the Resolution of the Council of Ministers in September, 2008 from 2016 and 2021 Belarus implements measures indicated in the subprogram of the State program “Education and Youth Policy”)



- Introduction of new major subjects in Belarus universities (8 new specializations)
- Education in foreign universities
- Training at operation NPP
- Trainings for specialists of the regulatory body in nuclear and radiation safety, state bodies controlling (supervising) works at the Belarusian NPP



## ***Strategic approach to regulatory infrastructure building***

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Policy of the  
Department of Nuclear  
and Radiation Safety

Strategy of the Department  
for Nuclear and Radiation  
Safety of the Ministry of  
Emergency Situations of the  
Republic of Belarus in the  
field of nuclear and  
radiation safety  
for 2021-2025

Processes of IMS:  
- Management of  
competences  
- Knowledge  
management  
- Organization of  
technical support of  
regulatory activities

**The capacity building is one of the strategic areas in the strategic plan necessary to perform regulatory tasks**

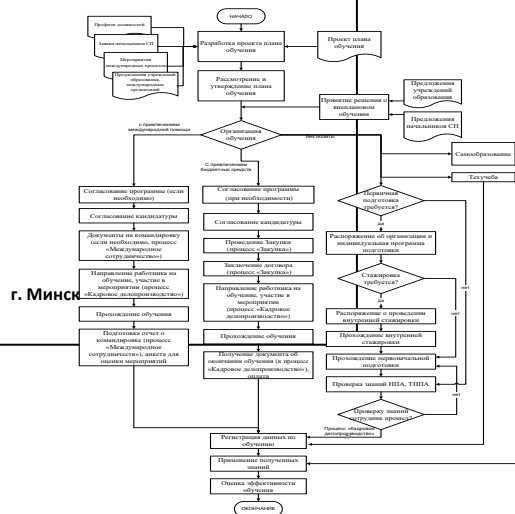
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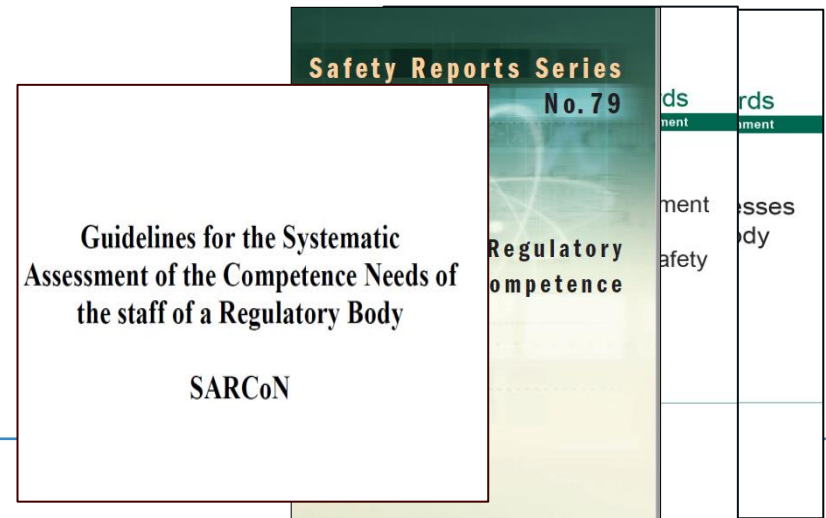
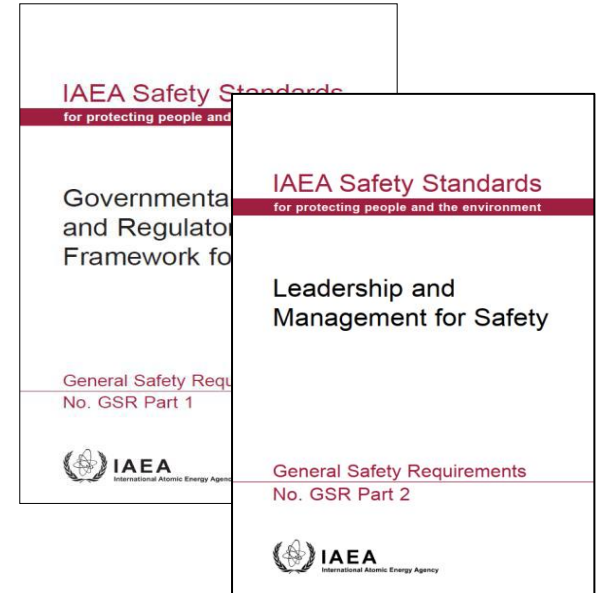
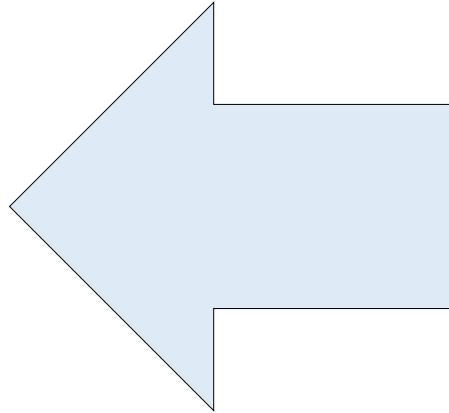
# Competence management is an inherent part of the IMS

Департамент по ядерной и радиационной безопасности  
Министерства по чрезвычайным ситуациям Республики Беларусь

## Паспорт основного процесса Управление компетенциями ПП-20-12

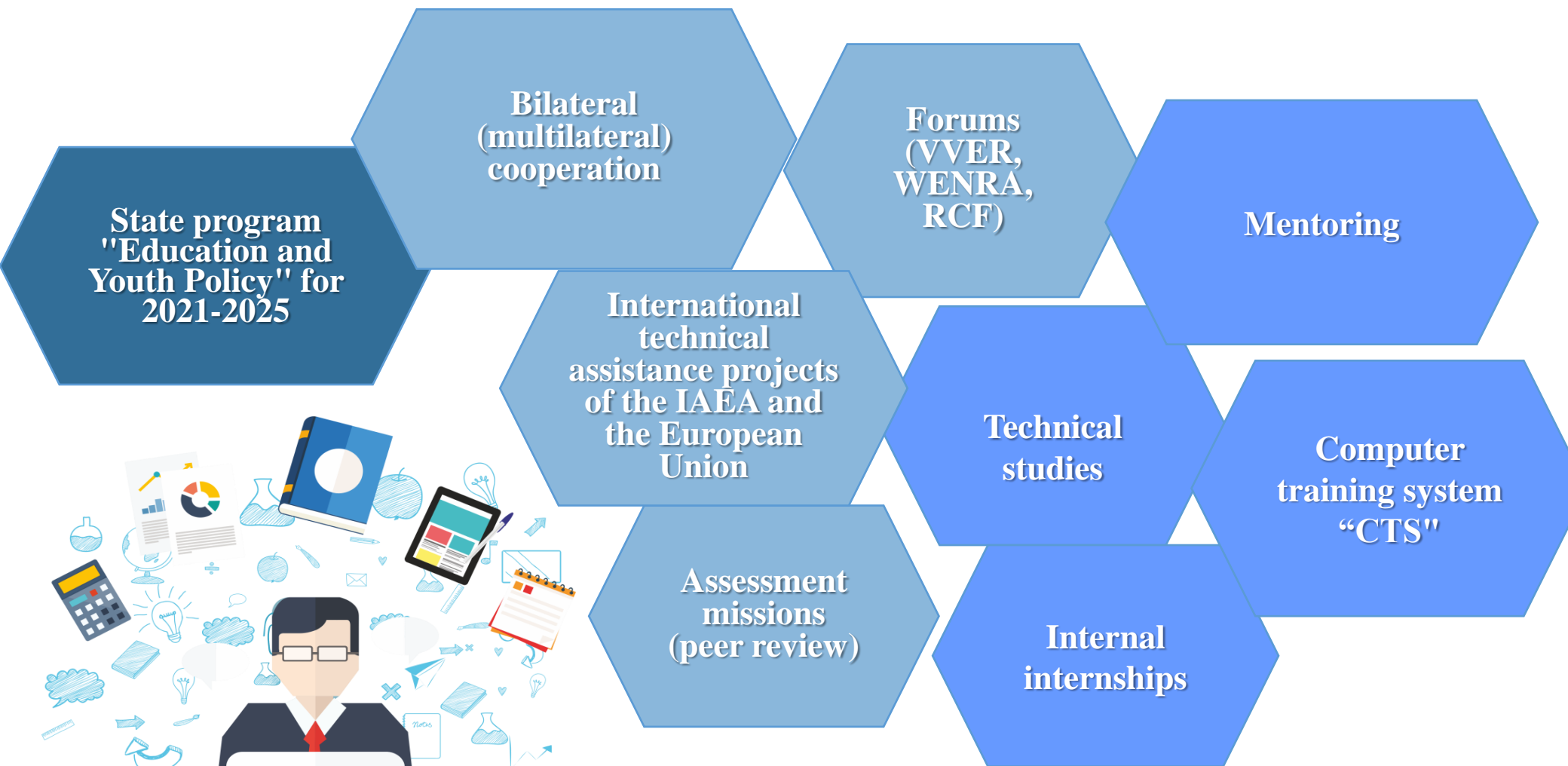


г. Минск





## Sources of professional training organization

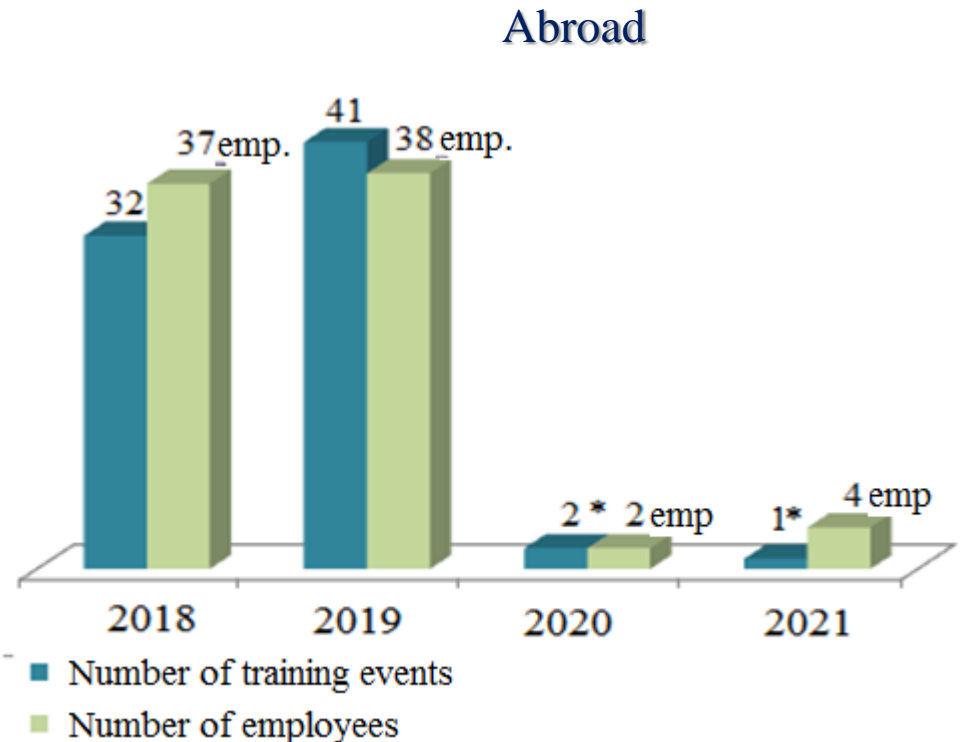
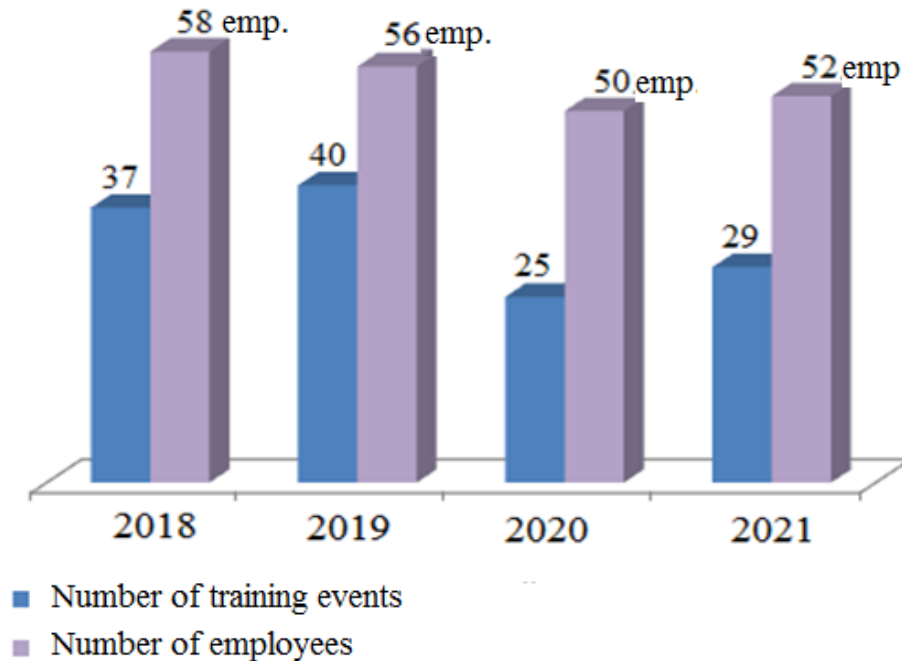


**Professional training of Gosatomnadzor employees** is a set of planned educational activities aimed at acquiring and continuously improving the knowledge, skills and abilities of Gosatomnadzor employees necessary for the performance of official duties



## Participation of Gosatomnadzor employees in training events

In the Republic of Belarus, including in the video conferencing format



\* - reduction in the number of training events due to the epidemiological situation



## ***Promising areas***

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- Implementation of a set of planned training activities to improve competencies
- Attention to young professionals
- Implementation of a set of measures to preserve and transfer critical competencies, including the development of a mentoring system;
- The use of CTS on a systematic basis, including for the organization of students' practice;
- Cooperation with educational institutions that are part of the organization of scientific and technical support for regulatory activities in the field of nuclear and radiation safety, to create advanced training courses for employees of the Department