



## Mădălina Ștefanic

(She/Her)  
Romania

Ms. Mădălina Ștefanic, the General Secretary, Founder, Board of Directors Member of the Black Sea Women in Nuclear Network, Romania Coordinator and Leader of the Mentorship Program, is an HR Senior Economist at Nuclearelectrica, Cernavoda Nuclear Power Plant, Romania, with over 15 years of experience in human resources processes. Her diverse expertise spans from developing HR strategies, succession plans, and motivational instruments to mentorship and HR analysis. She has made significant contributions in writing procedures and conducting self-assessments for adherence to Institute of Nuclear Power Operators (INPO) standards. A frequent participant in international and national conferences, Mădălina has presented on a range of topics, from personnel retention to psychometric requirements in nuclear power plant operations. Her benchmarking efforts have led to impactful exchanges with notable nuclear power plants worldwide. In addition, Mădălina is a Psychological Profiler and a graduate of the Business Intelligence Psychology Academy in Bucharest.

In a current world of human resources that values mobility (2-3 years maximum in a position), she is a pole of stability, competence and trust.

### Participation at International relevant Conferences / Workshops / Benchmarking / Courses / Publications:

- Congress of Motivational Techniques in Brno, Czech Republic - September 2001
- 10 Years of Excellence in Human Resources Development, Profiles International, 2-3 October, 2013
- Technical Meeting on Topical Issues in the Development of Nuclear Power Infrastructure, IAEA Headquarters, Vienna, Austria, 3–6 February, 2015 (Presentation: Personnel Retention Strategy)

- Technical Meeting on Human Performance Reliability and Resilience in Nuclear Power Plant Operations, Oak Ridge, Tennessee, USA, 22-25 August, 2017 (Presentation: Best Practice Associated with Psychometric Requirements, Evaluations and Assessments at Cernavoda NPP).
- Contributor at AIEA-TECDOC-1917 Assessing Behavioral Competencies of Employees in Nuclear Facilities (June 2020)
- Benchmarking with the theme "Implementation of a personal development program with high management potential (Talent Pool) within Cernavoda NPP and improving the training and development of management staff / department heads by applying industry best practices", organized at Central Exelon Nuclear Power Plant - Three Mile Island (TMI), Harrisburg, Pennsylvania, USA, at the headquarters of the Tennessee Valley Authority (VAT) in Chattanooga, Tennessee, USA and at the Sequoyah Nuclear Power Plant, Chattanooga, Tennessee, USA, September 16-23, 2018
- Psychological Profiler and Business Intelligence Psychology Academy September 2019 – April 2021
- Mentoring; An Effective & Inclusive Tool for Career Enhancement, organized by Thomas Thor Associates, April 2021
- First Annual Meeting of Black Sea Women on Nuclear Network, Malta, October, 17-21 2022
- Benchmarking on HR subjects with Byron Nuclear Plant, Constellation, USA, November, 21-24, 2022
- Benchmarking on Talent Management with Talen Energy, Susquehanna Nuclear, December 2022 – January 2023
- BSWN Leadership Meeting, Tbilisi, Georgia, May 8-9, 2023
- US-Black Sea Nonproliferation Exchange, Tbilisi, Georgia, May 10-12, 2023
- INMM & ESARDA Joint Annual Meeting, Vienna, Austria, May 22-26, 2023
- Let's Talk Nuclear Law Conference, Vienna, Austria, May 25, 2023
- Future of Nuclear Domain and Human Resources: A 50-Year Strategy, a webinar hosted by World Information Transfer focusing on The United Nations Sustainable Development Goals (SDGs), June 14, 2023
- World Ecology Report, Summer 2023, Volume XXXVI, No. 2, Future of Nuclear Domain and Human Resources: A 50-Year Strategy
- Central Asia Women in Nuclear Network - Inaugural Meeting, Almaty, Kazakhstan, October 16-19, 2023
- Black Sea Women In Nuclear Network (BSWN) - Women In Nuclear Central Asia (WINCA) Technical Exchange, Washington, DC, Los Alamos & Albuquerque, April 1-12, 2024
- International Conference on Nuclear Security: Shaping the Future, 20-24 May 2024, Vienna, Austria
- European Industrial Alliance on SMRs, Kick-off meeting of the Technical Working Group on Skills - Online, 1 July 2024

*Note: presented chronologically*

She can provide mentorship in Romanian and English.

## MENTORSHIP TOPICS

### Topic 1: Succession Plan

*The course will provide information about nuclear standards (IAEA, INPO), implementation methods, KPIs, motivation instruments, concerns and areas of focus etc.*

**Duration: 1-2 hours consisting of: presentations, discussions, personalized consultations.**

### Topic 2: Talent Management

*The course will provide information about nuclear standards (IAEA, INPO), nuclear career paths development, methods to develop management staff and their successors etc.*

**Duration: 1-2 hours consisting of presentations, discussions, personalized consultations**

### Topic 3: Relations between competencies, job offer, job description, performance objectives and performance appraisals

*The course will provide information about nuclear standards (IAEA, INPO), how to determine a list of competencies applied to organization, and the relations between competencies, job offer, job description, performance objectives and performance appraisals etc.*

**Duration: 1-2 hours consisting of presentations, discussions, personalized consultations**

### Topic 4: Selections Interviews

*The course will provide information about types of selection interviews, how to develop an effective interview during selection process as an HR professional etc.*

**Duration: 1-2 hours consisting of presentations, discussions, personalized consultations**

### Topic 5: Different Type of Evaluations

*The course will provide information about types of HR evaluations.*

**Duration: 2-4 hours consisting of presentations, discussions, personalized consultations**