



Black Sea
Women in Nuclear
Network



Uniting women,
Leading change,
Making waves



Mădălina Ștefanic

(She/Her)

Romania

President, Black Sea Women in Nuclear Network (BSWN)
Head of Human Resources Department, Cernavodă Nuclear
Power Plant – Nuclearelectrica (Romania)

Mădălina Ștefanic is a senior leader in the nuclear energy sector with over 15 years of experience in **human resources leadership, people strategy, and organizational development** within a **high-reliability, highly regulated environment**.

As **Head of HR** at Cernavodă Nuclear Power Plant, she leads strategic HR functions supporting **nuclear safety, operational excellence, workforce sustainability, and leadership development**, aligned with IAEA, INPO, and WANO principles.

As **President of the Black Sea Women in Nuclear Network (BSWN)**, she provides strategic leadership to a regional and international professional community, promoting **women's leadership, mentorship, cross-border cooperation, and knowledge transfer** in nuclear and energy-related fields.

Areas of Mentorship Expertise

- Transition from **technical expert to strategic leader**
- **Decision-making under pressure** in regulated environments
- **Women's leadership** in male-dominated industries
- Leadership behaviors supporting **nuclear safety and security culture**
- People strategy and leadership development in **High-Reliability Organizations (HROs)**

Mentorship Topics Offered

1. From Technical Expert to Strategic Leader

Managing the transition from subject-matter expertise to people and organizational leadership roles.

2. Decision-Making Under Pressure in Regulated Environments

Leading with accountability, managing risk, and making sound decisions under regulatory and public scrutiny.

3. Women's Leadership in Male-Dominated Industries

Building credibility, influence, and authentic leadership without over-adapting or losing personal identity.

Mentorship Approach

Mădălina's mentorship style is **practical, reflective, and case-based**, combining:

- real-world leadership experience from the nuclear sector
- international best practices (IAEA / INPO / WANO)
- structured dialogue, reflection, and actionable insights

Her approach emphasizes **ethical leadership, safety culture, accountability, and long-term sustainability**.

Target Mentees

- **Early-career professionals** preparing for leadership roles
- **Mid-career leaders and managers** in technical or operational environments

Delivery Format

- **Online sessions**
- **1-to-1 or small group mentoring**
- Modular delivery aligned with **BSWN mentorship tracks**

Languages: English, Romanian

Mentorship aligned with international nuclear leadership and safety culture standards.