

ATTACHMENT 2

Inspector Competencies

The training and qualification program detailed in this manual chapter is designed to ensure that every inspector acquires competency in four general areas:

Area 1 Understand the legal basis for and the regulatory processes used to achieve the NRC's regulatory objectives by:

- acquiring a fundamental understanding of the USNRC organizational structure and objectives (Regulatory Framework) ¹
- understanding the basis for the authority of the agency (Regulatory Framework)
- understanding the processes established to achieve the regulatory objectives (Regulatory Framework)

Area 2 Understand the technology and apply concepts in various technical areas to allow the NRC to carry out its overall responsibilities by:

- understanding science and engineering fundamentals in a specific field of expertise (Basic Technologies)
- developing and maintaining an understanding of how basic nuclear plant design and operations provide for protection of public health and safety (Fundamental Plant Design and Operation)
- using knowledge of a specific reactor type or within a specialized technical area to identify, address, and resolve regulatory issues (Technical Area Expertise)

Area 3 Master the techniques and skills needed to collect, analyze, and integrate information using a safety focus to develop a supportable regulatory conclusion by:

- independently gathering information through objective review, observation, and open communications (Inspection)
- determining acceptability of information by comparing to established criteria (Inspection)
- responding to events or conditions involving potential or actual adverse safety consequence (Emergency Response)

¹Specific competency areas are listed in parenthesis following each item

- approaching problems objectively, gathering and integrating information, and developing a comprehensive understanding before reaching a conclusion (Problem Analysis)
- objectively analyzing and integrating information using a safety focus to identify the appropriate regulatory conclusion and regulatory response (Assessment and Enforcement)

Area 4 Have the personal and interpersonal skills to carry out their assigned regulatory activities either individually or as part of a team by:

- clearly expressing ideas or thoughts, carefully listening, and speaking and writing with appropriate safety focus and context (Communication)
- working collaboratively with others toward common objectives (Teamwork)
- working independently, exercising judgement, and exhibiting flexibility in the completion of activities including during difficult or challenging situations (Self-Management)
- using technology to gather, manipulate, and share information (Information Technology)

Inspector Competency Assessment by the Oral Qualification Board

The Qualification Board will specifically assess how well an inspector demonstrates an understanding of and appreciation for the NRC's organizational values of integrity, excellence, service, respect, cooperation, commitment, and openness. To that end, the Oral Qualification Board will be used to verify that inspectors demonstrate the following knowledge and attitudes in the listed competency areas:

Area 1: Legal Basis and Regulatory Processes

- Appreciation of federal, state and local interfaces
- Appreciation and understanding of the rights and concerns of stakeholders
- Appreciation of how legal requirements relate to routine tasks
- Comprehension of relevant policies and procedures used in carrying out specific regulatory tasks

Area 2: Technical Disciplines

No knowledge or attitudes identified to be verified by the Qualification Board

Area 3: Regulatory Practices

- Appreciates the need for sensitivity when following up on allegations
- Recognizes the nature of information and treats that information in accordance with the appropriate guidance
- Factual answers are in keeping with the Agency's position and views
- Recognizes and responds with an appropriate sense of urgency to incidents as they arise and ensures that others are appropriately informed
- Uses sound judgement in exercising the appropriate level of caution, planning and contingency planning
- Approaches problems objectively, considering all potential outcomes on an equal basis
- Makes appropriate generalizations from data
- Maintains an awareness of current Agency priorities and sensitivities
- Identifies key issues, understands the consequences, and applies the appropriate regulatory framework
- Proposes supportable enforcement action based on a review of the subject

Area 4: Personal and Interpersonal Effectiveness

- All communication reflects an awareness of public concern, the focus of local official needs, and media perspectives
- Uses tact and diplomacy in conveying messages ensuring that the listener understands the rationale and logic behind the message
- Resolves conflict by facilitating discussion and proposing mutually beneficial solutions. Seeks advice when appropriate
- Communicates messages with clarity and impact to widely varied forums and provides answers that reflect an awareness of the sensitivities and interests of the audience
- Is not afraid to admit not having the answer and knows where to find answer or to get assistance
- Maintains a commitment to team objectives even when own ideas are not supported
- Shows flexibility in response to change
- Recognizes limits of authority and uses the authority in a fair and equitable manner
- Exercises diplomacy and discretion during interactions with difficult audiences and situations
- Approaches others in a way that elicits cooperation