



Authority for Nuclear Safety and
Radiation Protection

Building capacity in the Regulatory Body: Challenges and opportunities

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Nuclear facilities in the Netherlands

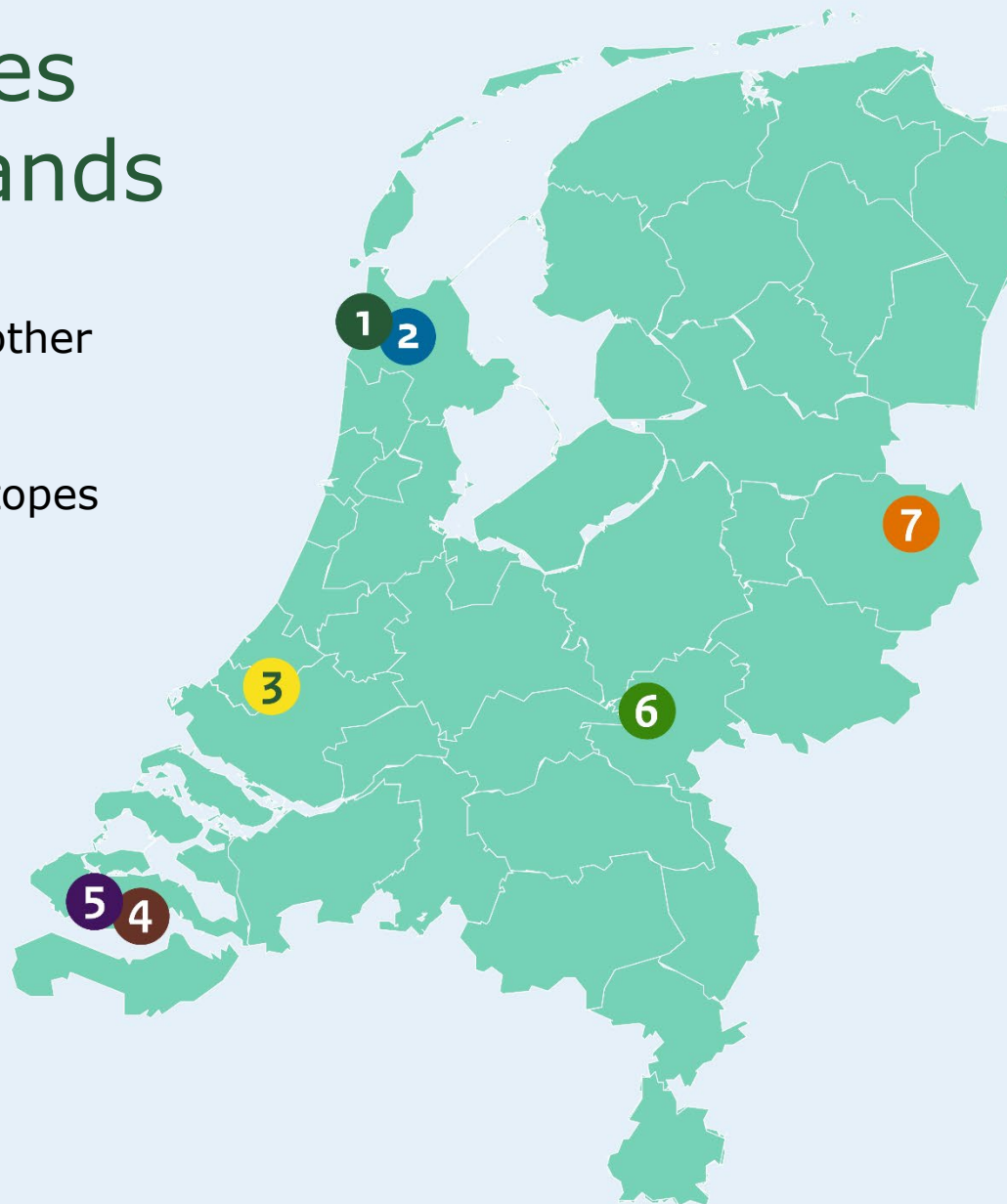
1 High Flux Reactor and other facilities in Petten

2 PALLAS for medical isotopes (under construction)

3 Higher Education Reactor in Delft

4 Borssele Nuclear Power Plant

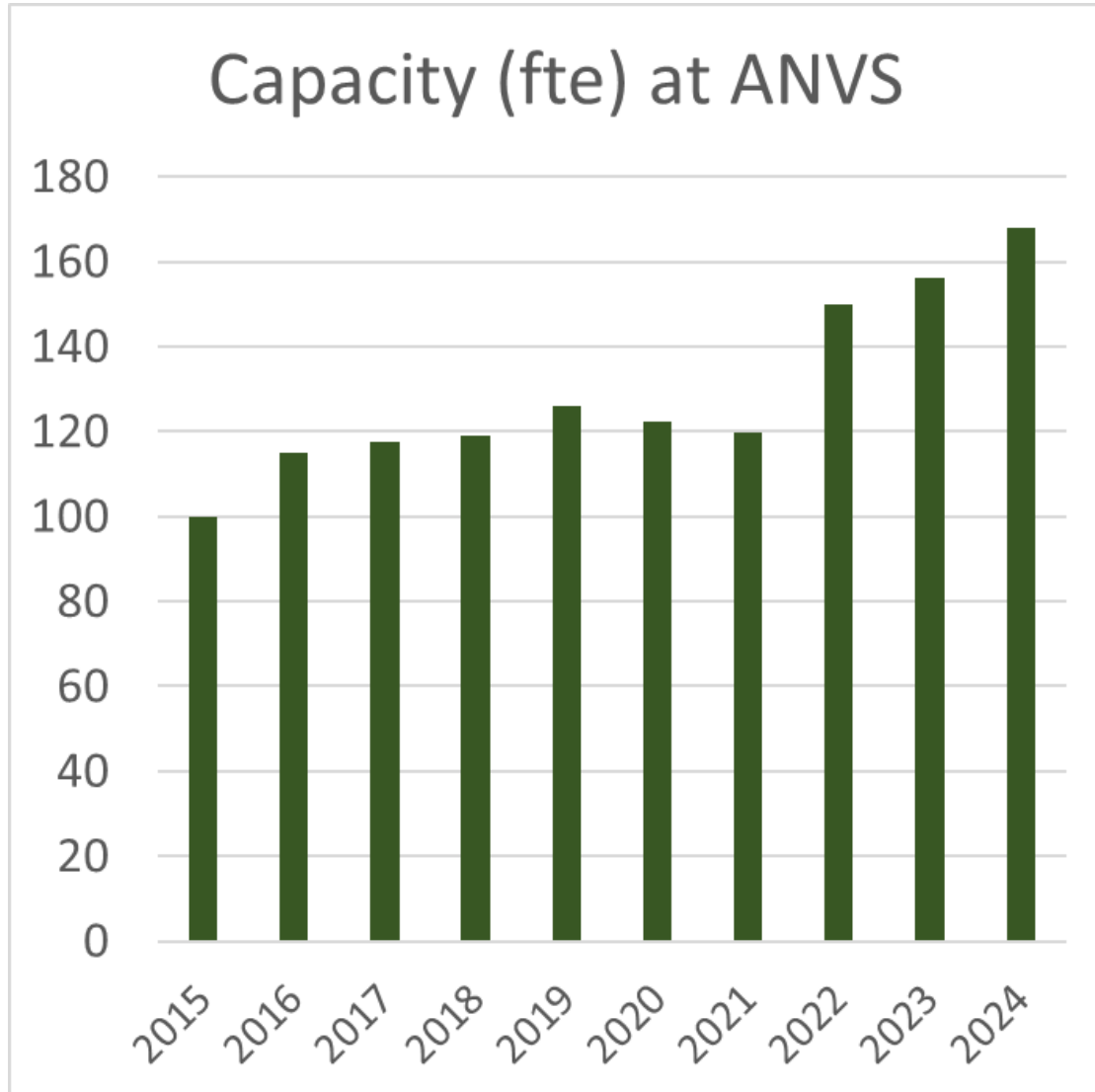
5 Central Organisation for Radioactive Waste in Nieuwdorp



6 Dodewaard Nuclear Power Plant (in safe enclosure)

7 URENCO (enrichment) in Almelo

4 new NPPs incl. possible SMRs? (location to be determined)



Capacity building for the future

- › 2015-2021: 100-120 staff
- Recent years 20-40 new colleagues per year
- 2025-2030: anticipate growth towards 250 fte or even more?



Addressing challenges

- › Absorption capacity
- › Change in organizational culture, internal communication
- › Education of new staff
- › Disbalance in organization (all eyes on nuclear)
- › To find and keep them in a scarce market: now
- › To find and keep them in an even scarcer market: future





Opportunities: A more diverse and inclusive workforce

WHY?

- Moral grounds: equity, inclusiveness, representation of society,
- Opportunistic: We need everyone
- Quality: Diverse teams perform better
- Special link with safety culture

HOW?

- Fishing with new gear in new ponds
- Dedicated internal working group
- Bias training team leads for recruitment
- Rainbow network, 'young' ANVS
- International: Co-chair International Gender Champions Group