

INSPECTOR COMPETENCIES

Effective Date: 01/23/2023

The U.S. Nuclear Regulatory Commission (NRC) has designed the initial training and qualification program detailed in this manual chapter 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 doing the following:

- acquiring a fundamental understanding of the NRC 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 doing the following:

- 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 the 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 doing the following:

- independently gathering information through objective review, observation, and open communications (Inspection)
- determining acceptability of information by comparing to established criteria (Inspection)

¹Specific competency areas are listed in parentheses following each item.

- responding to events or conditions involving potential or actual adverse safety consequences (Emergency Response)
- 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 assigned regulatory activities either individually or as part of a team by doing the following:

- 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 judgment, 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 Oral Qualification Board will specifically assess how well an inspector demonstrates an understanding of and appreciation for the NRC's organizational values of integrity, service openness, commitment, cooperation excellence, and respect. To that end, the Oral Qualification Board will verify that inspectors demonstrate the following knowledge and attitudes in the listed competency areas through a series of knowledge and application - based questions:

Area 1 Legal Basis and Regulatory Processes

- appreciates Federal, State, and local interfaces
- appreciates and understands the rights and concerns of stakeholders
- appreciates the relationship between legal requirements and routine tasks
- comprehends relevant policies and procedures used in carrying out specific regulatory tasks

Area 2 Technical Disciplines

The Oral Qualification Board has no knowledge or attitudes to verify in this area.

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
- keeps factual answers consistent 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 judgment 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

- reflects an awareness of public concern, the focus of local official needs, and media perspectives in all communication
- 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, seeking 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
- admits not always having the answer and knows where to find the answer or to obtain 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 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

The inspector refresher training program was designed to maintain and develop these inspector competencies by requiring inspectors to complete several courses and activities. A description of the process used to develop the inspector training program is described in the "IMC 1245 Inspector Training and Qualification Basis Document" (ML22307A136).

Revision History for IMC 1245 Attachment 2

Commitment Tracking Number	Accession Number Issue Date Change Notice	Description of Change	Description of Training Required and Completion Date	Comment Resolution and Closed Feedback Form Accession Number (Pre-Decisional, Non-Public Information)
N/A	ML062860486 10/31/06 CN 06-032	Editorial changes. Completed 4-year historical CN search	N/A	N/A
	ML20077L280 06/26/20 CN 20-026	This update was editorial and corrected/clarified some wording in the document.	N/A	ML20079E422
N/A	ML23018A030 01/23/23 CN 23-002	Added a reference to the IMC 1245 basis document for Knowledge Management Purposes	None	N/A