

Aecon Interview Flashcards

Q: Tell me about yourself.

A: Over 20 years in nuclear, starting as a Boilermaker and moving into Radiation Protection. Held foreman roles in construction (vault bulkheads, CRB, etc.), later led complex RP tasks like Chalk River shipments. Ready to formalize leadership in RP.

Q: Describe a time you handled a high-risk RP task.

A: Solo lead on shipping contaminated materials to Chalk River. Managed planning, shielding (magnetic), coordination, and executed the job safely with no dose issues or contamination events.

Q: What's your leadership style?

A: Firm but calm. Hands-on and respectful. Lead by example. Present, communicative, and accountable. Avoid micromanagement but ensure standards are upheld.

Q: How do you mentor junior RP staff?

A: Start with the 'why'. Pair with progressively complex tasks. Available for questions. Reinforce confidence. Experience mentoring both RPs and tradespeople.

Q: How do you handle someone who isn't following RP procedures?

A: Speak privately, clarify the risk and reasoning behind protocols. If it continues, escalate respectfully with documentation. Remain consistent and fair.

Q: How do you approach client-side RP/HP collaboration?

A: Respect and transparency. Align early. Focus on facts, not ego. Build rapport and maintain shared goals. Proactive and documentation-driven.

Q: What makes an ALARA program successful?

A: Ownership across the team. Proactive planning, adaptability, dose feedback, and real engagement. Culture where safety is shared, not just enforced.

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Q: What challenges do you foresee in stepping into this role?

A: Formal title shift may be new, but I've led teams in the field for years. Confident in my ability to step up and own the role.

Q: Do you have any questions for us?

A: Yes: Priorities for RP team? Leadership development at Aecon? Success metrics for first 6 months?

Q: Final thoughts?

A: Appreciate the conversation. Bring proven leadership, calm under pressure, and RP expertise. Ready to help build something strong at Aecon.

Q: What experience do you have working with regulatory frameworks?

A: Extensive. Worked under CNSC regulations for RP and transport of radioactive materials. Familiar with CSA standards and documentation practices during inspections and audits.

Q: Describe a time you had to adjust a plan mid-job due to radiological risk.

A: During an outage, unexpected dose rates in a pump cavity required halting work. I coordinated with engineering and RP staff to adjust shielding and replan task steps, which brought dose levels down and allowed safe continuation.

Q: How do you ensure ALARA goals are communicated effectively?

A: I brief workers clearly at job start, explaining dose limits and controls. I post visual references and review them during pre-job meetings. I also stay available during work execution for questions or mid-job corrections.

Q: Have you ever participated in a radiological event investigation?

A: Yes, as both participant and lead. I ensure facts are documented, chain of events is reconstructed, and corrective actions are meaningful and implemented. Focus is always on learning, not blame.

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Q: What's your experience with contamination control?

A: Extensive from setting zones and boundaries to hands-on surveys and response protocols. I've managed contamination scenarios during outages and routine work and trained others in best practices.

Q: How do you keep morale up when enforcing strict RP measures?

A: By being present, clear, and respectful. I explain why controls matter, acknowledge the crew's effort, and remain calm and fair. Trust builds when people know I'm not just quoting rules but keeping them safe.

Q: How do you handle interdepartmental conflict regarding radiation protection priorities?

A: I focus on facts, stay calm, and escalate when needed. I use regulatory and safety standards to anchor decisions, and I always listen first often, misunderstandings can be resolved through open dialogue.

Q: What RP tools or technology are you most familiar with?

A: Standard dosimetry, friskers, portal monitors, stack monitors, ALARA planning software, and contamination mapping tools. I also adapt quickly to new systems introduced by client sites.

Q: Tell me about a time you had to lead a team under schedule pressure.

A: During an outage feeder install at Darlington, we were behind schedule due to delayed access. I reprioritized tasks, reinforced briefings, and ensured RP oversight was sustained without rushing we made up time without compromising safety.

Q: How do you track and report collective dose during projects?

A: I use real-time dose tracking software or site logs, cross-reference with task records, and report upward with trends and anomalies. I ensure that dose data is part of every shift report.

Q: What are the most common mistakes new RPs make, and how do you correct them?

A: Overconfidence in boundaries and underestimating dose potential in high-risk zones. I correct through mentorship and repetition walking them through examples, not just pointing out errors.

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Q: How do you prepare for operational readiness reviews?

A: Ensure ALARA plans are finalized, dose projections updated, RP staff briefed, and documentation complete. I also rehearse walkdowns and anticipate likely audit questions.

Q: What does safety culture mean to you?

A: It's how people behave when no one is watching. A good safety culture means people speak up, follow protocols, and watch out for each other and leaders reinforce that behavior daily.

Q: What is your approach to implementing lessons learned or OPEX?

A: I review relevant OPEX for upcoming tasks, incorporate changes into planning, and ensure that lessons are shared in pre-job briefs and toolboxes. I also encourage my team to contribute lessons from field experience.