



Jim Marinus

FOUNDER & PRINCIPAL · JAMAR OPERATIONS, LLC

Jim helps organizations strengthen Operations Systems and their capacity for reliable and resilient performance in high-risk work. His path runs from the U.S. Navy Nuclear Power Program through commercial nuclear power and INPO, twenty-five years at Idaho National Laboratory, and Los Alamos National Laboratory. As an operator, trainer, operations manager, assessor, and consultant, he has seen how risk develops in actual work, how operating margins change, and how organizational systems shape people's ability to make work succeed.

AREAS OF WORK

- Operations Systems and Integrated Safety Management
- Hazard evaluation and critical controls verification
- Human and organizational performance (H&OP) and systems learning
- Contractor management and work planning and control
- Leadership engagement in high-risk operations
- Assessment and performance-based oversight

CLIENTS INCLUDE

American Airlines · American Electric Power
· Chevron Phillips Chemical · ConocoPhillips
Alaska · International Atomic Energy Agency
· Los Alamos National Laboratory ·
SaskPower · U.S. Department of Energy

SPEAKING & WORKSHOPS

- IAEA — leadership behaviour for resilient nuclear performance
- Five DOE laboratories (LBNL, LANL, LLNL, Sandia, SLAC) — leadership workshop series
- United Arab Emirates; Brisbane

EDUCATION

B.S., Technology (Nuclear, Health Physics),
Excelsior College
Registered Radiation Protection
Technologist

PATH

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|--------------|---|
| 2015–present | Jamar Operations
Owner and Principal. Operations Systems, ISM, critical controls, contractor management, and leadership engagement. |
| 2015–2017 | Los Alamos National Laboratory
Human Performance Improvement Program Manager; advanced LANL's High-Reliability Operations approach with resilience engineering. |
| 1988–2013 | Idaho National Laboratory
Fifteen years in research operations management (Research Operations Director, ES&H Manager), supporting nearly 1,000 R&D activities; Deputy Director, R&D Support Services; Independent Oversight Lead for the 890-square-mile site. |
| 1983–1988 | Hanford Site and INPO
Training Supervisor, radiological controls and chemistry — program later adopted by DOE nationwide; 18 months with INPO's Accreditation Division. |
| 1974–1983 | U.S. Navy Nuclear Power Program
Engine Room Supervisor and Lead Engineering Laboratory Technician, USS Henry L. Stimson (SSBN-655) and A1W prototype. |

BOOKS & SELECTED PUBLICATIONS

- Systems Learning: Managing Human & Organizational Performance**
With Tony Muschara · CRC Press · November 2026
- Critical Steps: Managing What Must Go Right in High-Risk Operations**
With Tony Muschara and Ron Farris · CRC Press · 2022
- Strengthening Resilience in the Nuclear Organization**
International Atomic Energy Agency TECDOC (draft, 2026) · contributor