



Jim Marinus

FOUNDER & PRINCIPAL · JAMAR OPERATIONS, LLC

Jim helps leaders in high-risk enterprises learn how their operations actually succeed and use that understanding to improve safety and production together. His path began in the early 1970s as an ironworker, then nine years in the U.S. Navy Nuclear Power Program, Hanford and INPO, twenty-five years at Idaho National Laboratory, and Los Alamos National Laboratory.

A thread runs through that path: carrying proven operating practice from one setting into the next and helping organizations through transition - from naval nuclear power to INPO, from INPO practice into DOE operations and training, through the Savannah River and Rocky Flats restarts and three INL contractor changeovers, and on into aviation, oil and gas, chemical processing, and international nuclear programs.

AREAS OF WORK

- Operations Systems and ISM, including systematically retiring what the work no longer needs
- Hazard evaluation and critical controls verification
- Human and organizational performance (H&OP) and systems learning
- Contractor management and work planning and control
- Leadership development for high-risk operations
- Assessment and performance-based oversight

CLIENTS INCLUDE

American Airlines · Battelle · Bechtel · Chevron Phillips Chemical · ConocoPhillips Alaska · International Atomic Energy Agency · Lawrence Berkeley National Laboratory · Los Alamos National Laboratory · U.S. Department of Energy

SPEAKING & WORKSHOPS

- IAEA - leadership for resilient nuclear performance (includes Vienna, UAE, Türkiye, Canada, and growing)
- Five DOE laboratories (LBNL, LANL, LLNL, Sandia, SLAC) - scenario-based leadership workshops

EDUCATION

B.S., Technology (Nuclear, Health Physics), Excelsior College
Continuing studies, University of Idaho
Registered Radiation Protection Technologist

PATH

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| 2015-present | Jamar Operations
Owner and Principal. Operational risk management, operations assessment, field time, and Operations Systems, including IAEA workshops delivered internationally. |
| 2015-2017 | Los Alamos National Laboratory
Human Performance Improvement Program Manager. Moved LANL's High-Reliability Operations approach toward ensuring success with resilience engineering; co-developed leadership workshops with five DOE laboratories. |
| 1988-2013 | Idaho National Laboratory
Fifteen years in research operations management (Research Operations Director, ES&H Manager, Research Site Area Director), supporting many hundreds of R&D activities; DOE Integrated Safety Management and VPP reviews found the operations worthy of emulation. Deputy Director, R&D Support Services, cutting sitewide food-services costs by more than half. Independent Oversight Lead for the 890-square-mile site. Earlier, helped DOE Headquarters build its INPO-influenced operations and training framework, including more than thirty Guides to Good Practice, and supported the Savannah River and Rocky Flats restarts. |
| 1983-1988 | Hanford Site and INPO
Training Supervisor, radiological controls and chemistry - program rated "exemplary" and later adopted by DOE as its national standard. Eighteen months with INPO's Accreditation Division, evaluating eighteen commercial nuclear utilities. |
| 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, including a dual-reactor refueling and overhaul. |

BOOKS & SELECTED PUBLICATIONS

- Systems Learning: Managing Human & Organizational Performance**
With Tony Muschara · CRC Press · November 19, 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