



VACANCY NOTICE

LEGAL SUPPORT OFFICER FOR CONSTRUCTION CLAIMS MANAGEMENT

Fusion for Energy (F4E) is looking for a highly motivated and experienced professional to work in the ITER Site and Buildings Legal Affairs Group of the Legal Service Unit at the ITER Site in Cadarache, France. The successful candidate will play a key role in furthering F4E's contribution to the construction and operation of ITER, the largest fusion energy device/machine in the world.

| Reference | Grade | Location | Closing date |
|-----------------------|---------------------|--------------------------------|-------------------------------|
| F4E/CA/FGIV/2021/0141 | Contract Agent FGIV | Cadarache, France ⁱ | 29/03/2021 - 12:00 noon (CET) |

Is this job for you?

Are you passionate about construction law? Are you willing to become an expert in managing construction claims? Are you ready to challenge yourself to grow in various directions at once?

We offer a unique opportunity to accelerate your career by gaining in-depth hands-on experience in aligning conflicting multi-party interests by appropriately structuring and procuring megaprojects within a stringent regulatory framework.

Besides the invaluable professional experience that you can gain at F4E as an EU body, working at the ITER Site will specifically provide you day-to-day exposure to interacting with the ITER supply chain, to mastering the soft skills required to raise issues of importance, to navigating successfully in an international, multicultural technology megaproject and to finding and working out first-of-a-kind solutions to complex legal and commercial problems.

You will be welcomed, supported and encouraged by a team of outstanding legal professionals who continuously raise the bar while taking good care of its members' professional and personal development.

If you have a genuine interest in rapidly developing in-depth knowledge in the ITER Project framework, and have good knowledge of, and relevant work experience with the implementation of, standard forms of construction contract and the application of claim assessment methodologies, this job may be the right fit for you.

Why F4E?

F4E, a European Union Joint Undertaking headquartered in Barcelona. It specifies and manages the production of the European contribution (45%) to ITER. This research fusion machine/device, currently under construction in Cadarache, France, will constitute a major leap towards the clean and sustainable generation of abundant base load energy, complementing renewables. To find out more about F4E, visit us at <https://fusionforenergy.europa.eu/>.

Your key areas of impact

Together with the other members of the ITER Site and Buildings Legal Affairs Group, the successful candidate will, within the responsibilities of the ITER Site and Buildings Legal Affairs Group, contribute to the delivery of high quality, timely and added value legal, compliance, contract and procurement, and strategic advice taking into account the F4E regulatory framework. In particular, the Legal Support Officer for Construction Claims Management will be expected to participate, in sync with the Legal Officer for Construction Claim Management and the Legal Adviser to the FIDIC Engineer, in the Group's construction claims management activities, supporting the FIDIC Engineer. The successful candidate will also be expected to contribute to the achievement of proportionate improvements, to inspire stakeholder confidence and to create a culture of inclusiveness and excellence within and beyond the organisation.

Within the responsibilities of the ITER Site and Buildings Legal Affairs Group, under the supervision of the ITER Site and Buildings Legal Affairs Group Leader, the successful candidate will be expected to:

- provide input for the creation of the centre of excellence in construction law and construction claims management practices within the Legal Service Unit, and to maintain and disseminate such knowledge in the wider organisation;
- contribute to the discussions within the Construction Claims Cell of the ITER Site and Buildings Legal Affairs Group;
- contribute to the development and maintenance of the F4E FIDIC-based works model contract;
- support in the preparation, drafting, negotiation and procurement of the contracts F4E enters into in relation to the ITER buildings construction;
- contribute to the procedure for the assessment of the Contractor's claims under F4E FIDIC-based works contracts in sync with the Legal Officer for Construction Claims Management and the Legal Adviser to the FIDIC Engineer;
- provide support in the establishment of legal entitlement with respect to the Contractor's claims under F4E FIDIC-based works contracts in sync with the Legal Officer for Construction Claims Management and the Legal Adviser to the FIDIC Engineer;
- provide support in the drafting and revision of the FIDIC Engineer's determinations and the Employer's claims under F4E FIDIC-based works contracts in sync with the Legal Officer for Construction Claims Management and the Legal Adviser to the FIDIC Engineer;
- provide support in the drafting and revision of F4E's submissions in the adjudication proceedings under F4E FIDIC-based works contracts;
- contribute to the establishment and maintenance of the ITER Panel of Adjudicators as a dispute-resolution forum;
- perform any other work-related support tasks that may be assigned by the ITER Site and Buildings Legal Affairs Group Leader.

What can we offer you?

Life in Cadarache

Cadarache is the site of the largest technological research and development center for energy in Europe including CEA research activities and ITER. Located in the French region of Provence, Cadarache is about 40 km from Aix-en-Provence and 60 km from Marseille. The South of France is blessed with a very privileged living environment and a mild and sunny climate. Located between the Southern Alps and the Mediterranean, Cadarache offers every conceivable sporting, leisure and cultural opportunity. The area is served by the international Marseille - Provence Airport and the national high-speed train (Aix-en-Provence TGV).

Salary and benefits

As an indication, the basic monthly salary for grade FG IV (Grade 13) is currently €3,555.98. In addition to the basic salary, staff members may be entitled to various allowances, in particular a household allowance, expatriation allowance (16% of basic salary and household allowance), dependent child allowance and education allowance. The salaries of contract agents are subject to a community tax deducted at source and are exempt from national taxation.

Where you would need to relocate, you would normally benefit from relocation and removal reimbursements. F4E has agreements with a wide range of international schools to support access to schooling for the dependent children of its staff.

Work-life balance

F4E enables staff members to reconcile family and professional life by offering flexible work arrangements and teleworking.

F4E staff members enjoy a basic entitlement of 24 days of annual leave as well as +/- 18 statutory public holidays per annum. Additional leave days may be granted for age and distance from the place of origin.

How will we evaluate your application?

A Eligibility Criteria - you can apply if:

A1. You fulfil five general requirements

1. Being a citizen of one of the Member States of the European Union or of a third state fully associated with the Euratom fusion programme.
2. Enjoying your full rights as a citizenⁱⁱ.
3. Have fulfilled the obligations imposed on you by the laws of your home country concerning military service.
4. Producing the appropriate character references as to your suitability for the performance of your duties.
5. Being physically fit to perform your dutiesⁱⁱⁱ.

A2. Your Education & Experience are in line with our requirements^{iv}.

On the closing date of the application process, you must have:

A level of education which corresponds to completed university studies of at least three years attested by a diploma.

A3. Your Language Skills are developed

You must produce evidence of excellent written and spoken communications in English and of a satisfactory knowledge of another official language of the European Union.

B Your Qualifications and Experience

B1. It is essential that your professional history cover the following areas

- A university degree in law, or a university degree in engineering with a postgraduate degree in law, or equivalent (such as acquisition of equivalent level of knowledge by practicing law, which is to be attested by a certificate issued by a competent body regulating the exercise of legal profession in a Member State of the Joint Undertaking);
- At least 3 years of proven professional experience in the construction business;
- At least 2 years of proven professional experience in major projects involving preparation of tender documents, and drafting and/or negotiation of contracts;
- At least 1 year of proven professional experience in major projects involving contract administration at operational level;
- Good knowledge of construction contract law and standard forms of construction contract (such as FIDIC Red Book (1999, 1st edition) and FIDIC Yellow Book (1999, 1st edition));
- Excellent command of both written and spoken English;
- Excellent computer literacy (at least MS Word and MS Excel).

B2. Advantageous Selection Criteria

In addition to the above, the following criteria will be taken into account:

- Good knowledge, and professional experience in the application, of:
 - Standard claim assessment methodologies (such as the Society of Construction Law's Delay and Disruption Protocol),
 - Risk allocation and risk analysis in design and build contracts,
 - Measurement standards (such as The Civil Engineering Standard Method of Measurement (commonly known as CESMM3)),
 - Scheduling and schedule analysis (such as with the use of PRIMAVERA P6 Projects software), and/or
 - Cost accounting;
- Professional experience in a nuclear project;
- Postgraduate degree in construction law;
- Qualification in French law;
- Excellent command of both written and spoken French;

- Good knowledge of the ITER Project framework and the framework of the European contribution thereto;
- Working experience in European or international environment.

B3. Competencies

The following competences will also be assessed:

- Ability to build trust and teams ad-hoc, lead others, resolve conflicts early and effectively with mutual satisfaction of the parties involved, and positively influence people, processes and work outcomes;
- Ability to act with the highest integrity, be moral compass, and stand up for what is right;
- Ability to guide colleagues (including technically qualified colleagues);
- Ability to perform duties with speed and accuracy, according to set schedules and to integrate into an international and multicultural environment;
- Good communication, negotiation and drafting skills with a focus on client/result-oriented service;
- Good organizational skills and ability to work individually and as part of a team as well as proactively and under pressure;
- Good analytical capabilities.

Submission of applications

The online application process starts upon clicking “**CLICK TO APPLY**” next to a vacancy of your interest on the Open Positions page: <https://jobs.f4e.europa.eu/>

You must register your application online through the F4E E-recruitment tool by creating a valid F4E user account and submitting the documents mentioned below.

Please note that the online e-recruitment application tool is the *only* acceptable means of submitting/sending job applications. You are responsible for keeping your e-mail addresses and personal details up to date in your profile in the F4E online application tool.

The mandatory fields in the profile marked with an asterisk should be duly filled in and you are requested to submit the following two documents:

- A detailed Europass Curriculum Vitae in **English** (can be obtained at the following address: <http://europass.cedefop.europa.eu/en/documents/curriculum-vitae>)
- A motivation letter of 2 pages maximum in English

**Applications must be complete and validly submitted by the closing date for submission of applications
No later than 29/03/2021 at 12h00 noon Barcelona time.**

In case you encounter technical problems when trying to submit your application via the e-Recruitment tool, please take a screenshot and send it to hr-selections@f4e.europa.eu. It is your responsibility to inform F4E about any technical problem immediately, within the deadline mentioned above.

Please, do not send any supporting documents (i.e.: copies of your ID-card, educational certificates, evidence of previous professional experience etc.) with your application at this stage if not specified in the Vacancy Notice.

Conditions of employment

Successful candidates will be placed on a Reserve List, and one of the candidates thereon may be offered this position.

For more information on the selection process of Contract Agents and on the contractual and working conditions, please, refer to the "[Guide for applicants](#)" published on the F4E website along with this Vacancy Notice and the [Conditions of employment of Other Servants of the European Communities](#).

We are committed to Diversity & Inclusion

Fusion for Energy is an equal opportunities employer and takes care to avoid any form of discrimination. As part of its commitment to diversity, gender equality and geographical distribution, F4E strongly encourages applications from female candidates and applies a policy of equal opportunities. It does not discriminate against anyone on grounds of gender, race, colour, ethnic or social origin, genetic features, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability or sexual orientation. Fusion for Energy offers measures to reconcile professional and private life and will provide reasonable adjustments at the workplace for persons with disabilities.

How is your data protected?

'Fusion for Energy' as the body responsible for organizing the selection process, will ensure that your personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC Text with EEA relevance. This applies in particular to the confidentiality and security of such data. Personal data shall be processed solely for the purpose of the selection procedure.

You have the right to access and rectify your data. To update your CV and/or Motivation Letter and rectify any incorrect or inaccurate data, please login into your e-recruitment profile before the deadline for submission of the applications elapses.

After the deadline for applications has elapsed, this right will be limited to the rectification of identification details and contact information only.

Vacancy published on F4E website on 01/03/2021.

ⁱ Given the needs of the organisation, the candidate may be offered a position at any of the other F4E working places.

ⁱⁱ Prior to any appointment, the successful candidate will be asked to provide a certificate issued by the competent authority attesting the absence of any criminal record.

ⁱⁱⁱ Before their appointment, the candidate shall be medically examined in line with requirement of Article 12(2) (d) of the Conditions of employment of other servants of the European Communities.

^{iv} Only study titles that have been awarded by the Members of the Joint Undertaking or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration.