



## VACANCY NOTICE

### HEAD OF INTERNAL AUDIT CAPABILITY

Fusion for Energy (F4E) is hiring a talented professional for the position of Head - Internal Audit Capability.

The Head of Internal Audit Capability plays a key role in furthering F4E's contribution to the construction and operation of ITER, the largest fusion energy device/machine in the world.

#### **DEADLINE EXTENDED**

Reference	Grade	Location	Closing date
F4E/TA/AD8/2021/0250	Temporary Agent AD8	Barcelona, Spain <sup>i</sup>	<b>24/01/2022</b> - 12:00 noon (CET)

#### Is this job for you?

If you want to make a difference to the future of sustainable energy and would like to work on a multi-billion euro first-of-a-kind development project, this job is for you.

Leadership, the orientation to deliver quality service and well-performing projects and the ability to work at strategic level with a management team - these are some of the key traits of the successful candidate.

Several hundred industrial partners are currently under contract, designing and manufacturing complex (unique/one-off) components, with an annual expenditure in the order of 1 billion € per year. The permanent improvement of an already high-quality standard throughout the supply chain is of greatest importance to F4E, both from a nuclear safety regulatory perspective, and to ensure confidence that the gigantic systems will perform to its specifications, making ITER a success.

It is in this context that Internal Audit plays a crucial role in preventing, identifying and proposing corrective actions to support a robust operational and strategic development for all the functions involved in the programme.

#### 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 baseload energy, complementing renewables. To find out more about F4E, visit us at <https://fusionforenergy.europa.eu/>.

## Your key areas of impact

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Directly reporting to the Director of 'Fusion for Energy', the Head of Internal Audit Capability provides independent opinions and advices on the efficiency and effectiveness of the Internal Control system and ensures the compliance with the relevant international standards.

### Main Responsibilities:

- Draw-up the annual audit plan and report using risk-based methodology, and submit it to the Director and Governing Board;
- Provide auditing and advisory services to the management on dealing with risks, by issuing independent opinions and advices on governance, risk management and control processes;
- Contribute to the assurance building of the Director, in view of his annual Declaration of Assurance, and to the wider F4E improvement plan;
- Liaise with the other European institutions and bodies, in particular in the context of existing professional networks, for the purpose of exchanging best practice;
- Develop and maintain a continuous and fruitful dialogue with the auditees, to ensure the relevance of findings and the quality and feasibility of the recommendations, and consult appropriately when actions have to be taken;
- Demonstrate and encourage a continuous improvement mind-set in the audit function; stay updated with new and emerging trends that impact the risk function;
- Supervise the staff within the Internal Audit Capability while fostering culture of recognition, accountability, open communication.

## How will we evaluate your application?

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### 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 citizen<sup>ii</sup>.
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 duties<sup>iii</sup>.

#### A2. Your Education & Experience are in line with our requirements<sup>iv</sup>

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

At least a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more and, after having obtained the university degree, at least 9 years of proven professional experience;

OR

At least a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is three years and, after having obtained the university degree, at least 10 years of proven professional experience;

### **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**

- At least 7 years of experience in the areas of Internal Audit, Control, Risk Management, reporting or Financial Management;
- At least 3 years of experience in leading a team;
- At least 5 years of professional experience as Internal Auditor or Internal Audit Manager;
- Experience in using Internal Control methods, tools and techniques;
- Knowledge of internal control and risk management principles ;
- CIA (Certified Internal Auditor) certificate or other similar certificate for professional recognition of internal auditors.

#### **B 1.2 Management skills**

We take your management and behavioural abilities very seriously: as part of the selection process, shortlisted candidates will attend a management assessment centre. Amongst others the managerial competences assessed will be:

- Team player with strong leadership skills;
- Strong negotiation skills;
- Strong resolution management skills;
- Ability to motivate, coach and develop others while fostering collaboration;
- Analytical, organisational and planning skills combined with an ability to work well under pressure;
- Strategic mind-set and analytical skills.

### **B2. Advantageous Selection Criteria**

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

- Working experience in a European or international setting;
- Previous experience in designing, controlling or auditing complex business processes related to project management, procurement or contract management.

### **B3. Competencies**

The following competences will also be assessed:

- Very good interpersonal and communication skills;
- Sense of integrity and ethics;
- Ability to build productive and cooperative working relationships with hierarchy, partners, and stakeholders.

## What can we offer you?

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### Life in Barcelona

Barcelona offers professionals and families a high quality of life. It has a year round average temperature of 18°C and complements its cosmopolitan lifestyle and vibrant cultural life with the nature of the Mediterranean coastline and the Pyrenees.

The city is strategically located between the sea and the mountains and it is served by an international airport. Barcelona is a cosmopolitan city with Roman remains, medieval quarters and the most beautiful examples of 20th century modernism and avant-garde architecture.

### Salary and benefits

As an indication, the basic monthly salary, for grade AD8 (step 1) is currently €7,122.21. 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 temporary 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.

## Submission of applications

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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 in 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

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**Applications must be complete and validly submitted by the closing date for submission of applications no later than **24/01/2022** at 12h00 noon Barcelona time.**

**It is incumbent on the candidates to demonstrate as much as possible, including examples where needed, that they meet the selection criteria indicated under points A and B.**

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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](mailto: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

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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 Temporary 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

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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?

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‘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 14/12/2021.

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<sup>i</sup> 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.