

## VACANCY NOTICE

<b>POSITION TITLE</b>	<b>SENIOR PRODUCTION MANAGER (F/M)</b>
<b>SELECTION REFERENCE</b>	<b>F4E/TA/AD9/2018/0226</b>
<b>GRADE</b>	<b>TEMPORARY AGENT – AD9</b>
<b>LOCATION</b>	<b>CADARACHE, FRANCE<sup>1</sup></b>
<b>NUMBER OF SUCCESSFUL CANDIDATES SOUGHT FOR THE RESERVE LIST<sup>2</sup></b>	<b>5</b>
<b>VALIDITY OF THE RESERVE LIST</b>	<b>31/12/2019</b>
<b>CLOSING DATE FOR APPLICATIONS</b>	<b>24/01/2019 AT 12.00 NOON, BARCELONA TIME</b>

### 1. ORGANISATION SETTING

**Fusion for Energy, or F4E**, a European Union Joint Undertaking, headquartered in Barcelona, specifies and manages the production of the European contribution (45%) to ITER. This research fusion reactor in Cadarache, France, will progress fusion by a major leap towards clean and sustainable generation of abundant base load energy, complementing renewables.

**ITER** is one of the largest construction projects in Europe and the world's largest scientific partnership. ITER brings together seven parties that represent half of the world's population – the EU, Russia, Japan, China, India, South Korea and the United States.

The mission of the Magnets Project Team is to contribute making ITER fusion dream come true by driving the procurement, development and construction of the ITER Magnets (10 Toroidal Field Coils and 5 Poloidal Field coils) to be provided as EU in-kind contributions to ITER and by working together with the ITER central Team in solving any design or fabrication issue emerging during the development and construction of the magnets. In particular, the PF Coils team (part of the larger Magnets team) is located in the ITER site in Cadarache, driving the on-site construction of four poloidal coils, which are among the largest superconducting magnets ever produced in mankind history. The coils, ranging in diameter from 8 to 24 metres and in weight up to 400 tons, are too large to be

<sup>1</sup> Given the needs of the organisation, the candidate may be offered a position at any of the other F4E working places.

<sup>2</sup> The Selection Board will draw up the reserve list. Subject to availability of sufficiently good candidates, the list will be populated up to the number of successful candidates sought and stipulated in the vacancy notice. Eligible candidates who have been shortlisted for further testing and have obtained the highest overall marks following the assessment will be listed alphabetically. Where candidates tie for the last available place on the reserve list, they will all be included on the reserve list. Any readmitted candidates following a successful appeal at this stage of the procedure will also be added to the reserve list.

transported on road: this is why they are being built few hundred meters away from the site where the Tokamak machine is being built. The PF Cadarache Facility, where the PF team offices are located, accommodates docking stations for the unloading and temporary placement of the superconducting coils, production zones corresponding to the successive steps of the winding and assembly process. The main challenge in their construction is to achieve geometrical accuracies in the range of a few millimetres on such large components of several tens of meters. The PF coils have two essential functions in the Tokamak machine: together with the toroidal coil they create a field in both vertical and horizontal directions, acting as a magnetic 'cage' to hold and shape the plasma. In addition, together with the central solenoid, they help in pre-heating the plasma.

The construction of such PF coils involves very precise bending of the 68000 Amps superconductor, inserted in an electrically insulated high strength stainless steel square tube several hundred meters long, along a circular large double spiral trajectory. The obtained module (called double pancake, DP) is then casted in cryogenic epoxy resin by utilizing vacuum pressure impregnation. Eight of these modules are finally stacked together, electrically jointed (using specially machined copper-stainless steel box) and impregnated with epoxy resin to form the final PF coil. The coil are finally cryogenically tested at 80 K, using a specially made cryogenic facility.

## **2. RESPONSIBILITIES**

As a member of the Magnets Project Team, the Senior Production Manager will report to the Magnets Program Manager and in addition, operationally to the PF Project Manager and to the PF Coils Project. He/she will be responsible for organizing, expediting, monitoring, assessing and optimizing the PF coil production by F4E Suppliers in the PF Coil building in Cadarache.

The successful candidate will, among other tasks:

- Monitor and analyse the activities in the PF Coils Workshop and the supply chain activities in order to define areas and actions for improvement; take ownership of such action and guide them to the successful implementation;
- Assess the organization of the work in the workshop and in the project in general as to propose optimization solutions; take ownership of the solutions and guide them through their successful implementation;
- Support the manufacturing engineering activities in terms of optimization of the processes, workflow and technical solution to improve productivity;
- Support and guide on Health and Safety matters.

## **3. GENERAL CONDITIONS**

### **A. ELIGIBILITY CRITERIA**

A1. In order to be eligible the candidate must:

- Be a citizen of one of the Member States of the European Union or of a Third state fully associated with the Euratom fusion programme (Switzerland).
- Enjoy his/her full rights as a citizen.<sup>3</sup>
- Have fulfilled the obligations imposed on them by the laws of their home country concerning military service.
- Meet the character requirements for the duties involved.

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<sup>3</sup> 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.

- Be physically fit to perform their duties<sup>4</sup>.

A2. On the closing date for registration, the candidate must possess:

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 12 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 13 years of proven professional experience;

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.

A3. The candidate must produce evidence of a thorough knowledge of one of the languages of the Union and of a satisfactory knowledge of another language of the Union to the extent necessary for the performance of his duties<sup>5</sup>. One of the two languages must be English.

## **B. QUALIFICATIONS AND EXPERIENCE REQUIRED**

### **B1 Essential Selection Criteria**

- University Degree in Engineering;
- At least 5 years of work experience in managing organizations involved in industrial production of large mechanical components;
- Proven experience of 10 years in leading mechanical industrial production and industrial supply chain;
- Deep knowledge of health and safety matter in an industrial environment;
- At least 10 years of Experience of System Engineering processes and their practical efficiency in an environment of large and technically complex construction projects (not series production);
- Proven experience in leading projects that encompass organizational and cultural changes;
- Ability to interface with Engineering Departments (managers and/or employees) to understand the business case;
- Ability to process complex information and create a concise summary;
- Leadership and good level assertiveness to coordinate and guide the different teams in the workshop;
- Good level of spoken and written English.

### **B2 Advantageous Selection Criteria**

- Good command of spoken French and/or Italian at a working level;
- Strong problem solving and conflict resolution skills.

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<sup>4</sup> Before his/her 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.

<sup>5</sup> Promotion/reclassification is subject to working knowledge of a third EU language.

#### 4. CONDITIONS OF EMPLOYMENT

##### **Commitment to promote equal opportunities**

'Fusion for Energy' is an equal opportunities employer and strongly encourages applications from all candidates who fulfil the eligibility and selection criteria without any distinction whatsoever on grounds of nationality, age, race, political, philosophical or religious conviction, gender or sexual orientation and regardless of disabilities, marital status or other family situation.

**Depending on business needs and budgetary availability, the candidate(s) placed on the reserve list may be recruited as temporary agents under Article 2(f) of the CEOS in grade AD9 with either a contract of an initial duration of five years, with possibility of renewal; or with a non-renewable contract of a shorter duration.**

**In both those cases, the probationary period is 9 months.**

For more information on the selection process of Temporary Agents and on the contractual and working conditions, please, refer to:

- **Guide for Applicants:**  
<http://fusionforenergy.europa.eu/careers/Documents/Annex%20to%20the%20VN.pdf>
- **Conditions of employment of Other Servants of the European Communities:**  
<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

The salaries of temporary agents are subject to a community tax deducted at source. They are exempt from national tax. The European institutions have their own social security and pension scheme. **As an indication, the basic monthly salary, before any deductions or allowances, for grade AD9 (step 1) is currently 7714,25€.**

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.

For further information on remuneration for temporary agents, visit:

[http://www.fusionforenergy.europa.eu/downloads/careers/Remuneration\\_TA.pdf](http://www.fusionforenergy.europa.eu/downloads/careers/Remuneration_TA.pdf)

Under certain circumstances, in particular where the jobholder is obliged to change his/her place of residence in order to take up employment, 'Fusion for Energy' may also reimburse various expenses incurred on recruitment, notably removal expenses.

The place of employment is **Cadarache, France**.

Given the needs of the organisation, the candidate may be offered an employment at any of the other F4E working places.

For reasons related to the 'Fusion for Energy' operational requirements, once the candidate receives the job offer, he/she may be required to be available at short notice (2 to 3 months).

#### 5. 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:

<http://fusionforenergy.europa.eu/careers/vacancies/Default.aspx>

Applicants must register their applications 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 sending in job applications.** Applicants are responsible for keeping their e-mail addresses and personal details up to date in their profile in F4E online application tool.

The mandatory fields in the profile marked with an asterisk should be duly filled in and the candidates are requested to submit the following 2 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 24/01/2019 at 12h00 noon Barcelona time.**

### **Reimbursement of travel expenses**

Travel expenses incurred for tests will be reimbursed by 'Fusion for Energy' according to its rules for the reimbursement of travel expenses sent along with the letter inviting to an interview. After the submission of the required documents, the reimbursement of the travel expenses will occur in the 3 following months.

### **Protection of personal data - Privacy notice**

'Fusion for Energy' as the body responsible for organizing the selection process, will ensure that applicants' personal data are processed as required by Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data. 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.

Applicants have the right to access and rectify their 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.

Should the applicant have any query concerning the processing of his/her personal data, he/she shall address them to the following address: [Resources-Controller@f4e.europa.eu](mailto:Resources-Controller@f4e.europa.eu)

**In case you encounter technical problems when trying to submit your application via the e-Recruitment tool, please make a screenshot and send it to: [hr-selections@f4e.europa.eu](mailto:hr-selections@f4e.europa.eu)**

**It is the responsibility of the applicant to inform 'Fusion for Energy' about any technical problem without delay 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.**

### **Appeal and Complaint procedures**

Applicants that consider that he/she has been unfairly affected by a particular decision regarding this selection can lodge a complaint. For further details on how to proceed, please consult the appropriate document published on our [website](#).

## **6. RESERVE LIST**

Suitable candidates placed on the reserve list may be recruited upon decision of the Appointing Authority. Candidates should note that inclusion on the reserve list does not guarantee recruitment.

This reserve list may be used for recruiting candidates on other similar positions carrying the same profile as the one described in this notice.

The validity of the reserve list could be extended if the Appointing Authority so decides.

All the detailed information concerning the selection process may be found in the "Guide for applicants" published on the F4E website along with this Vacancy Notice.