

VACANCY NOTICE

HEAD OF QUALITY ASSURANCE UNIT

Closing date for applications: 24/10/2019 - 12:00 noon (Barcelona time)

Reference	Grade	Location
F4E/TA/AD9/2019/0234	Temporary Agent, AD9	Barcelona, Spain ⁱ

Fusion for Energy (or F4E) is looking for a highly motivated and experienced manager to lead the Quality Assurance Unit.

IS THIS JOB FOR YOU?

Are you a passionate quality professional with proven experience in the area of quality assurance and quality control? Would you be excited to work on a multi-billion euro development project? Do you want a challenge?

The Head of Quality Assurance Unit will play a key role in the sourcing of F4E's contribution to the largest nuclear fusion reactor in the world.

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

Several hundred suppliers are currently under contract, designing and manufacturing complex first-of-a-kind components, with an annual expenditure of the order of €7-800M per year. The maintenance of a consistently high quality standard throughout the supply chain is of the greatest importance to F4E both from a nuclear safety regulatory perspective and more generally, to ensure that there is a high confidence that the delivered systems will perform as required.

WHY F4E?

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 being built in Cadarache, France, will be 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.

To find out more about F4E, visit us at <https://f4e.europa.eu/>

THE EUROPEAN JOINT UNDERTAKING FOR ITER AND THE DEVELOPMENT OF FUSION ENERGY

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THE JOB

The Head of Quality Assurance will be responsible for managing and leading the quality team, ensuring that it meets its objectives within the framework and overall priorities of F4E.

The Unit will be responsible for providing an adequate confidence to F4E that the various suppliers maintain and operate quality processes in compliance with the F4E requirements, and that their work is conducted in accordance with these.

The QA Unit will also be expected to play an active role in the continuous improvement of quality standards and professionalism both within F4E and within the supply chain.

The Head of Quality Assurance will report to the Head of the Project Management Department.

YOUR KEY RESPONSIBILITIES

The successful candidate will:

- Manage the team of 10-12 QA Managers. He/she will in particular:
 - Ensure deployment to support the project teams in accordance with the relative priorities, and project phases
 - Ensure the competence of the QA Unit by means of training and other personal development means
 - Recruit, where necessary, additional QA Managers
- Develop and maintain a quality surveillance plan defining the planned quality assessment activities
- Through the Quality Unit:
 - Review supplier generated documents from a quality perspective
 - Perform quality assessments and audits as necessary
 - In conjunction with F4E project teams identify critical control points in supplier planning, and execute quality release activities as necessary
 - Perform on-site inspections as necessary to assure F4E of supplier quality through all stages of the development, manufacture and test lifecycle
- Ensure correct functioning of Non-Conformance Report [NCR] Process. Generate suitable KPIs to show NCR performance and trends
- Identify improvement opportunities in F4E quality processes and standards, and promote these in conjunction with F4E Business Process Manager
- Manage the external contract for F4E Inspectors, ensuring that the contract delivers value-for-money to F4E, and the contract staff are used effectively

WHAT CAN WE OFFER YOU?

Life in Barcelona

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

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

Salary and benefits

As an indication, the basic monthly salary, for grade AD9 (step 1) is currently approx. €7,850. 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 the successful candidate needs to relocate, F4E would normally reimburse removal expenses.

F4E has agreements with a wide range of international schools to support access to schooling for the children of F4E staff.

For further information on remuneration, please visit the dedicated page on [F4E's website](#).

F4E makes every effort to develop the competences of its staff in order to actively and significantly contribute to the achievement of its goals as well as to enhance their career prospects.

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 +/- 19 statutory public holidays per annum. Additional leave days may be granted for age and distance from the place of origin. Special leave is granted for certain circumstances such as marriage, birth or adoption of a child, death of a close relative etc.

WHAT ARE THE SELECTION REQUIREMENTS?

A. ELIGIBILITY CRITERIA

A1. General requirements

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 citizenⁱⁱ.
- Have fulfilled the obligations imposed on him/her by the laws of their home country concerning military service.
- Produces the appropriate character references as to his/her suitability for the performance of his/her duties.
- Be physically fit to perform their dutiesⁱⁱⁱ.

A2. Education / Experience^{iv}

On the closing date for registration, 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 12 years of proven professional experience, of which at least two years should have been acquired as a manager;

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, of which at least two years should have been acquired as a manager.

A3. Language Skills^v

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

B. QUALIFICATIONS AND EXPERIENCE REQUIRED

B1 Essential Selection Criteria

- A university degree in quality or mechanical, electrical, nuclear, civil, chemical engineering or equivalent
- At least 8 years' relevant experience in a supplier fabricating complex components and/or the customer of such a supplier, comprising a minimum of 5 years quality management or quality assurance experience plus the balance in another relevant domain such as project management, supplier management, system engineering, system assembly/integration/test
- At least 2 years' experience in operational quality controlling activities [surveillance, auditing, inspection...]
- At least 3 years' management experience in leading a team, such as objective setting and follow up and performance management

B2 Advantageous Selection Criteria

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

- Experience in manufacturing and testing activities, especially in high technology development environment
- Knowledge and experience of engineering topics relevant to fusion
- Knowledge and experience of one/more of the following – mechanical testing, welding, assembly, qualification, surveillance
- Knowledge and experience of product safety and/or nuclear safety
- Experience of quality inspection techniques – visual inspection, metrology, NDT
- Working experience in European or international environment

B3 Management Skills

As part of the selection process, shortlisted candidates will be asked to attend a management assessment centre. The following competences will be assessed:

- Ability to motivate, coach and develop others
- Ability to create and share vision
- Ability to foster teamwork and collaborations
- Ability to delegate, establish objectives and monitor follow-up of activities
- Ability to communicate clearly and present complex subjects simply, both orally and in writing, including to the members of the team
- Ability to solicit inputs from and listen to staff, partners, and stakeholders
- Ability to deal with people effectively, respectfully and courteously
- Ability to build productive and cooperative working relationships with hierarchy and other units and colleagues
- Ability to steer discussions and generate the best possible results without compromising productive working relationships with the other parties involved

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 24/10/2019 at 12h00 noon Barcelona time.

F4E is an equal opportunities employer and strongly encourages applications from all candidates who fulfil the criteria listed above 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

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.

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.

It is the responsibility of the applicant to inform F4E 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.

CONDITIONS OF EMPLOYMENT

Successful candidates will be placed on a Reserve List, and one of the candidates thereon may be offered this position. The candidate(s) placed on the reserve list may be recruited in the grade AD9 on a contract with an initial duration of five years, with possibility of renewal. The established reserve list may be used to fill other similar positions at the same grade for the same or different durations, depending on business needs and budgetary availability, and at any of the F4E working locations.

The number of successful candidates sought for this reserve list is **four**^{vi}.

Candidates should note that inclusion on the reserve list does not guarantee recruitment.

The validity of the reserve list is **31/12/2020** but this can be extended.

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 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](#).

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 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.

^{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.

^v Promotion/reclassification is subject to a working knowledge of a third EU language.

^{vi} 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.