

VACANCY NOTICE
F4E/TA/AD10/2011/0146
(Temporary Agent – AD10)

POSITION TITLE	PROJECT MANAGER IN THE EU-ITER DEPARTMENT (F/M)
GRADE	AD10
LOCATION	BARCELONA, SPAIN
CLOSING DATE FOR APPLICATIONS	01/04/2011

1. THE ORGANISATION

The European Joint Undertaking for ITER and the Development of Fusion Energy ('Fusion for Energy' or F4E) plays a key role in realising fusion as a possible future source of energy by providing the European contributions to the ITER International fusion energy project and the Broader Approach Agreement with Japan as well as by preparing for the construction of a demonstration fusion reactor.

In its role as the Euratom Domestic Agency for ITER, F4E:

- Oversees preparation of the ITER project site in Cadarache, France;
- Provides in kind components, equipment, materials and other resources to ITER;
- Manages procurement arrangements with ITER ;
- Coordinates Euratom's participation in the scientific exploitation of ITER;
- Provides for the implementation of R&D activities in support ITER;
- Provides Euratom's financial contribution to ITER;
- Provides arrangements to make human resources available for ITER.

In its role as the Implementing Agency for the Broader Approach Agreement with Japan, F4E:

- Provides components, equipment and other resources for the Broader Approach (BA);
- Coordinates Euratom's participation in the Broader Approach implementation ;
- Provides for the implementation of associated R&D activities;
- Provides the Euratom financial contribution to the Broader Approach;
- Arranges to make human resources available for the Broader Approach.

In preparation for the construction of a demonstration fusion reactor (DEMO) and related facilities including the International Fusion Materials Irradiation Facility (IFMIF), F4E will implement a programme of research, development and design activities.

For further information about the structure and tasks of F4E, please consult the website at <http://fusionforenergy.europa.eu>

2. JOB DESCRIPTION AND RESPONSIBILITIES

The Job Description for Project Manager is designed in the context of the current Project Team within the EU-ITER Department.

The current activities of the Project Teams are in the following 8 areas: Magnet and Vacuum Vessel; In Vessel; Remote Handling (RH); Cryoplant and Fuel Cycle; TBM and Materials Development; Diagnostics; Neutral Beam and Gyrotron Power Supplies; Site and Building and Power Supplies.

Directly reporting to the Head of EU-ITER Department of “Fusion for Energy”, the Project Manager is responsible for managing the related European contributions to the ITER Project in line with the agreed Baseline (scope, schedule, cost and risk) and Annual ITER Work Plans.

The Project Manager will provide overall leaderships and will ensure the sound and efficient management of the Project Team under her/his responsibility. He/she will be one of the middle-managers of the organisation.

He/she will ensure the sound management of the budget under his/her responsibility, and will act as Authorising Officer by (sub)-delegation for the implementation of the work in accordance with the F4E Financial Regulations and Implementing Rules. The Project Manager will contribute to the strategic leadership of F4E as part of the middle management. He/she will deputise for the Head of Department if required.

The main responsibilities of the Project Manager are to manage the project team resources and activities and other tasks under his/her responsibility.

Among other tasks, he/she will:

- Ensure that the activities under his/her responsibility are implemented according to cost and schedule by following sound project management and quality assurance rules with a special view of achieving cost savings and/or risk reduction;
- Ensure a close cost-schedule monitoring (e.g through EVM) of the activities under his/her responsibility and provide a regular progress report to the Management and relevant supervisory bodies on the progress of the project work and activities ;
- Manage the preparation and follow up of contracts with industrial suppliers and grants with fusion laboratories/universities;
- Ensure a proper follow up of the budget and financial activities of the Project Team (PT);
- Supervise the work to be carried out in the PT and provide guidance to staff under his/her management;
- Prepare the required input to programmatic documents such as Work Programme, Project Plan (in line with the yearly ITER Work Plan and ITER Project Plan, Annual Reports, Monitoring Reports, etc. concerning the activities of the Project Team;
- Interact with ITER Organisation (IO) for the preparation, agreement and follow-up of Procurement Arrangements (PA), ITER Task Agreements (ITA), including technical specifications for components and systems under their competences;
- Ensure effective relations with IO, the Domestic Agencies of the other six ITER Parties and the European Fusion community under the coordination of the Head of EU-ITER Department.

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.¹
- 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.
- Be physically fit to perform their duties².

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 possess a thorough knowledge of one of the official languages of the European Union and a satisfactory knowledge of another language of the European Union to the extent necessary for the performance of his/her duties³.

B. QUALIFICATIONS AND EXPERIENCE REQUIRED

B1 Essential Selection Criteria

- University degree in Engineering or equivalent;
- At least 10 years of proven professional experience in relation with the several of the responsibilities mentioned under point 2 above;
- At least 3 years of proven professional experience as a manager with similar positions;
- Experience of managing projects for the development and fabrication of high technology components and construction of building for high technology facilities;
- Experience of preparing and managing the related procurements contract;

¹ 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.

² 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.

³ In addition, staff members are required to have a working knowledge of a third EU language, as described in the applicable Staff Regulations and Implementing Rules in order to be considered for their first promotion.

- Ability to lead, motivate and develop teams to the best of their potential within a demanding environment;
- Knowledge of financial management, control and supervision of budget execution;
- Knowledge of quality assurance processes linked to the activities to be performed;
- Good command of both written and spoken English, the working language of ITER Project.

B2 Advantageous Selection Criteria

- Experience of systems and components for fusion devices and reactors and knowledge of ITER project;
- Understanding of the objectives of “Fusion for Energy”, in particular, its responsibilities towards the ITER project;
- Professional certification in project management and/or knowledge of project management methodology;
- Industrial experience in similar positions;
- Very good interpersonal skills;
- Willingness to travel and work away from the office.
- Good analytical capabilities, communication skills, organisational skills and ability to work under pressure;
- Working experience in a European or international setting.

4. CONDITIONS OF EMPLOYMENT

A contract offer will be made as a member of temporary staff, pursuant to Article 2(a) of the Conditions of Employment of other servants of the European Communities.

The successful candidate will be recruited in the grade AD10 on a contract with an initial duration of five years, with possibility of renewal.

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 AD10 (step 1) is currently 8.064,86 €**

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 salary is subject to a reasonable Community tax deducted at source and staff members are exempt of national taxation.

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:

Given the need of the organisation and upon the agreement of the candidate, the place of employment might be any of the F4E working places: Barcelona (Spain), Garching (Germany) or Cadarache (France).

For reasons related to the 'Fusion for Energy' operational requirements, the candidate will be required to be available at short notice.

5. SELECTION PROCEDURE

A Selection Committee will be set up for the selection process. The eligibility of candidates will be assessed by the Committee according to compliance with all formal requirements by the closing date for the submission of applications. Any applications which do not meet the requirements specified in a vacancy notice (i.e. incomplete applications, applications submitted after the deadline or which do not meet the detailed criteria listed under 'the eligibility criteria') will be rejected.

Eligible candidates who meet all essential selection criteria and have the best profiles for the specific needs will be invited for an interview, which will be held mainly in English. Candidates invited for an interview will be requested to present for verification all documents supporting every educational achievement and work experience they have referred to in the application.

The interview will focus in particular on the candidate's specialist knowledge in the field of the selection and his/her knowledge of the main developments in European integration and Community policies. The interview is also designed to evaluate his/her linguistic skills and ability to adjust to working in a multicultural environment.

The interview sessions will be held in **Barcelona, Spain**.

Please note that the Selection Committee's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden.

After the interviews, the Selection Committee will draw up a reserve list with the most suitable candidates, which will be adopted by the Appointing Authority and will be valid until 31 December 2012 and may be extended. As soon as this decision is taken, successful candidates will be informed. However, candidates should note that inclusion in the reserve list does not guarantee recruitment.

Please note that a binding commitment can only be made after verification of all conditions and will take form of a contract signed by the Director of 'Fusion for Energy', on proposal by the Selection Committee. If at any stage of the procedure it is established that any of the information a candidate provided is incorrect, this candidate will be disqualified.

The present vacancy notice is subject to the availability of budget and posts in the establishment plan of the Joint Undertaking, as decided by the EU budgetary authority.

6. GENERAL INFORMATION

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.

Approximate timetable

As a rough guide only, the selection procedure can take up to 6 months from the date on which it was published to establishment of a reserve list.

Communication with applicants

Taking into account the nature of the duties, and in order to facilitate the selection process, all communications to candidates concerning the selection procedures will be by email and in English only. Applicants are advised to check their e-mail regularly to see whether they have received any communication and also update their profiles in the e-recruitment tool in the event of any change in their contact details. All enquiries or requests for information or documentation in relation to selection procedures should be addressed to 'Fusion for Energy' HR Selections Team by e-mail to:

hr-selections@f4e.europa.eu

Reimbursement of travel expenses

Travel expenses incurred for interviews 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.

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. In order to update your CV and/or Motivation Letter and rectify any incorrect or inaccurate data, please send an email to hr-selections@f4e.europa.eu **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

Appeal and Complaint procedures

Applicants that consider that he/she has been adversely 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.

7. 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.aspx>

Applicants must register their applications online through the F4E E-recruitment tool by creating a valid F4E user account.

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 curriculum vitae in **European format in English** (that can be obtained at the following address:
<http://europass.cedefop.europa.eu/europass/home/hornav/Downloads.csp>
- 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 01/04/2011 at 12h00 noon, Barcelona GMT+1.

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:

e-recruitment@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.**