



Head of Fusion Technologies and Engineering Department

Fusion for Energy (or F4E) is hiring a Head of Fusion Technologies and Engineering Department, who will play a key role in developing fusion, the power of the Sun, into a future sustainable energy source.

Reference	Grade	Location	Closing date
F4E/TA/AD12/2024/0269	Temporary Agent AD 12	Barcelona, Spain ¹	23/05/2024 - 12:00 noon (CET)

Is this job for you?

Do you have a track record in leading and inspiring large multidisciplinary teams managing engineering or R&D activities? Are you ready to develop a centre of excellence for critical fusion technologies. Then this is the job for you as we are looking for our new Head of Fusion Technologies and Engineering!

Fusion for Energy (F4E) is managing Europe’s contribution to ITER, the biggest fusion experiment, and is contributing to several other major projects in the same domain. The fusion landscape is changing fast and F4E as a key European player will enter in a new organisation in the coming months. The Head of Fusion Technologies and Engineering Department, will be at the heart of this new organisation, counting around 100 members of staff whose head is a member of F4E’s leadership team.

Why F4E?

Fusion for Energy (F4E) is the European Union’s organisation for ITER and the Development of Fusion Energy. We are working with industry and laboratories to deliver cutting-edge components to the ITER international fusion energy project. In parallel, we are working on other major projects in the same domain, including the JT-60SA experiment with Japan, a new material testing facility (DONES), and, in the long-term, preparing for the next generation of fusion devices.

F4E is headquartered in Barcelona with offices in Cadarache (France) and Garching (Germany). To deliver the European contribution to ITER, face the fusion challenges, and manage more than 400 professionals, F4E is moving towards a more diverse, flexible, and result-oriented organisation. Its renewed vision is focussed on (1) successful delivery of projects, (2) developing fusion talent and knowledge base for the development of commercially viable fusion power plants in Europe and (3) paving the way for a transition from research to a competitive European industrial fusion sector.

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.

Your key areas of impact

The newly created Fusion Technologies and Engineering Department supports F4E programmes and projects by providing them with technical services, expertise and highly qualified staff in the key domains of engineering and fusion technologies. It acts as a centre of competence and is the place where technical expertise is developed and recognised through attractive technical professional paths.

The Department has around 100 staff organised into five Units: (a) Mechanical Engineering, (b) Materials, Manufacturing and Metrology, (c) Project Engineering, CAD and Data Management, (d) Engineering Analysis, Plasma Engineering and System Qualification and (e) Electrical Engineering – I&C.

The Head of the Fusion Technologies and Engineering Department reports to the Director and is a member of F4E's leadership team contributing to the collective leadership of F4E.

Their key responsibilities include:

- Ensuring the efficient and flexible mobilisation of technical resources for F4E's programmes and projects in close cooperation with the Projects Department
- Develop a centre of technical excellence ensuring the role of technical authority of F4E in collaboration with the Projects Department.
- Ensure the proper, timely and transparent identification and assessment of risks, and foster their mitigation through adequate internal controls, in line with F4E's policies.
- Create a motivating and safe climate to foster the development of high performing teams, as well as supporting the professional development of the managers and staff under their authority.
- Seek and implement opportunities to improve the efficiency and performance of the programmes and projects, in particular, for the ITER project through integration and other means.
- Implement and monitor outsourcing strategies to optimize efficiency, cost-effectiveness, and quality of the technical support to the Projects Department.
- Develop and maintain the knowledge in critical fusion technologies.
- Contribute to the implementation of F4E's Industrial Policy, particularly the Technology Development Programme.
- Collectively contribute with the senior management team to strategic decisions affecting F4E and the implementation of the longer-term vision of developing fusion energy.
- Contribute to the development of the organization with respect to people, processes, and structure in cooperation with the relevant departments and units in the organization.
- Support effective relations with F4E's key stakeholders including industrial suppliers and European Fusion Laboratories.

What can we offer you?

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 AD12 (step 1) is currently € 13.072,74. 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.

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:

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 15 years of proven professional experience, of which at least 2 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 16 years of proven professional experience, of which at least 2 years should have been acquired as a manager.

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 covers two areas:

B1.1. Technical selection criteria

- University degree in engineering or physical sciences.
- At least 15 years of professional experience commensurate with the responsibilities described above in the “Your key areas of impact” section.
- At least 10 years’ experience of:
 - Leading, motivating and developing multidisciplinary highly qualified expert teams of >20 personnel in organisations managing engineering and or R&D activities.
 - Sourcing and managing engineering or technical services with an average annual expenditure of >5 million EUR.
- Proven experience of at least 5 years in resource allocation negotiations and arbitration
- Proven experience in complex projects governance, organisation, and delivery

B1.2. Management Skills¹

We take your management and behavioural abilities very seriously. The incumbent will be an exemplary leader. As part of the selection process, shortlisted candidates will attend a management assessment centre.

Amongst others, the following managerial competences in a non-eliminatory basis will be assessed:

- Ability to communicate clearly, demonstrate a collaborative management style and foster the well-being of staff.
- Ability to build productive and cooperative working relationships with hierarchy, partners, and stakeholders.
- Create and share a vision; motivate, coach, and develop others while fostering collaboration, trust, support, understanding, sharing and responsibility.
- Delegate, establish objectives and monitor follow-up of activities.

B2. Advantageous Selection Criteria

In addition to the above, the following criteria may be considered:

- Working experience of design, construction and/or operation of magnetic fusion devices and/or their components.
- Proven track record of holding a managerial position in matrix organisations.
- Experience at senior management level in an organisation of 250+ employees.
- Experience of working in a nuclear environment.
- Post-graduate certifications in management studies, engineering, or project management.
- Experience working in international and multicultural environment.
- Track record in visibly championing/sponsoring or leading Diversity, Equity, and Inclusion initiatives in the last 5 years.

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.

¹ As per Annex of the Decision of the Administration and Management Committee of the European Joint Undertaking for Iter and the development of Fusion for Energy of 13 June 2019 on middle management staff.

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 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 23/05/2024 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 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](#).

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 22/04/2024.

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.