



VACANCY NOTICE

ICT OFFICER – BUSINESS ANALYST

Fusion for Energy (F4E) is hiring an ICT Officer – Business Analyst, who will play a key role in furthering F4E's contribution to the construction and operation of ITER, the largest fusion energy device/machine in the world.

Reference	Grade	Location	Closing date
F4E/TA/AD6/2021/0244	Temporary Agent AD6	Barcelona, Spain ⁱ	31/05/2021 - 12:00 noon (CET)

Is this job for you?

Are you a passionate ICT professional? Would you be excited to work on a multi-billion euro project? Do you want a challenge?

Team player, committed and quality oriented are key traits of the successful candidate.

Over 450 staff plus over 100 external consultants rely on the use of state of the art ICT capabilities to procure complex first-of-a-kind components, with an annual expenditure of the order of €7-800M per year. Constant evolution of F4E business architecture in order to continuously improve efficiency and effectiveness is paramount for the successful contribution of the ICT Unit to the project.

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

The ICT Business Analyst will be asked to focus on three strategic areas:

1. **Business Outcome focus:** Work closely with technical and non-technical F4E stakeholders to identify desired business outcomes and impacts, which are aligned with the corporate strategy. Drive collaborative design to discover the capabilities and features needed to deliver the business outcomes. Ensure there is always a shared understanding among key stakeholders and the delivery team.
2. **Enterprise Architecture:** contribute to the direction, guidance, definition, and facilitation of the business and technology architecture (current and target state) required to meet F4E business strategies and goals. He/she shall interface across multiple departments to maintain a solid understanding of the organizations business drivers and objectives.
3. **Digital Transformation:** refine the F4E vision for amazing digital experiences and bring it to life in our organization. He/she will balance driving the alignment and evolution of F4E's enterprise architecture with maintaining exceptional delivery of ICT capabilities to support the organization's current and future needs.

The successful candidate will report to the Head of ICT Unit and will:

- Collaborate to create outcome-based solution strategies;
- Work with the business stakeholders to help them conceptualise and refine their business strategy, analysis, and both the planning and designing of enterprise-level solutions;
- Discover and understand how current solution strategy decisions are made / revisited / prioritised within F4E;
- Accurately break down requirements from strategy to story (decomposition, completeness & correctness, clarity, impact mapping, story mapping, etc...);
- Train, coach, and mentor the different cross-functional team members and senior non-technical stakeholders on solution discovery and design;
- Work effectively with all members in a cross-functional team to ensure a shared common understanding of what is required and that all technical solutions are oriented toward achieving the desired business outcomes;
- Contribute to the establishment of the overall enterprise architectural and associated viewpoints;
- Work closely with the technical and non-technical F4E stakeholders to prioritize the solution backlog factoring in business impact, technical debt, F4E best practices and non-functional concerns;
- Develop navigation and structure, design workflows, organise content, map user journeys and advocate for the desired outcomes of the business;
- Support the analysis and implementation of defined features and capabilities along the entire solution development cycle;
- Contribute to definition of transition steps and strategy from the as-is to the future application architecture;
- Contribute to the design of solution integrations that interact and extend across organizational and functional lines.

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 AD6 (step 1) is currently €5,563.58. 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:

A level of education which corresponds to completed university studies of at least three years attested by a diploma and, after having obtained the university degree, at least 3 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

- Bachelor Degree in a STEM discipline (Science, Technology, Engineering, Mathematics), Operations, Business Administration, or a related field
- At least 4 years of proven professional experience in the business analysis
- Proven professional experience working in an Agile, Lean or Continuous Delivery software delivery environment
- Proven professional experience in business process modelling including the generation of process documentation
- Experience in data analytics, business performance and outcome measurement

B2. Advantageous Selection Criteria

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

- Master Degree in a STEM discipline (Science, Technology, Engineering, Mathematics), Operations, Business Administration, or a related field
- Certification in Business Analysis or UX Design
- PMI (Project Management Institute) PMP certification
- Certifications in Agile, SCRUM, Kanban
- Experience working with cross-functional teams
- Understanding of data modelling techniques, ETL and data integration practices
- Understanding of Cloud related technologies and in particular of the Microsoft Azure Cloud
- Knowledge of overarching security concepts as well as the key concepts of Cloud security
- Working experience in European or international environment
- Experience in wire framing and mock-ups

B3. Competencies

The following competences will also be assessed:

- Very good analytical and problem-solving skills
- Good interpersonal, communication and influencing skills, with the ability to steer the discussion with both ICT colleagues and business stakeholders
- Ability to work constructively with people of all backgrounds and orientations
- Good organisational and project management skills with a focus on business outcomes

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.

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

**Applications must be complete and validly submitted by the closing date for submission of applications
no later than 31/05/2021 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](#).

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.

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 29/04/2021.

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.