



VACANCY NOTICE

Talent Acquisition and Mobility Group Leader

Fusion for Energy (F4E) is hiring a Talent Acquisition and Mobility Group Leader 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/AD6/2023/0262	Temporary Agent AD6	Barcelona, Spain ⁱ	28/07/2023 - 12:00 noon (CET)

Is this job for you?

If you want to make a difference to the future of sustainable energy and would like to work on a multi-billion euro first-of-a-kind development project, this job is for you.

The ideal candidate has passion for attracting and selecting talent, workforce diversity and how to find creative solutions towards engaging top talent and successfully enlists support from the various stakeholders for talent attraction, career management and motivation.

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/>.

We are committed to Diversity & Inclusion

F4E 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

As a member of the People & Culture Unit, the incumbent will coordinate the Talent Acquisition and Mobility Team.

The mission of the People & Culture Unit is to support F4E in becoming an employer of choice by attracting, developing, and inspiring great people, with great passion, working for a great purpose. To this end, the Unit aims to implement best practices and provide strategic solutions and evidence-based advice and counsel.

The jobholder will develop, gain support for, and implement the strategies needed to identify, attract, and acquire the best talent to meet F4E's needs.

The successful candidate will, amongst other tasks:

- Lead and coordinate the activities of the team, setting and managing priorities and work plans,
- Be the key interface for Hiring Managers when understanding and setting position objectives, determining candidate requirements, and identifying sourcing options,
- Identify, attract and source hard-to-find talent using niche channels, including but not limited to social media, specialized websites, round tables, events, initiatives,
- Design and implement innovative actions and solutions over the 360 degrees talent attraction, employer branding and recruitment areas, with special attention on attracting and hiring qualified female candidates and underrepresented candidates in managerial and specialist positions,
- Interview candidates, guide them through the process and make sure their experience is best in class,
- Keep an open channel and build solid relationship with the Hiring Managers and all the relevant internal and external stakeholders in order to quickly become the recognized expert during the whole process, making sure that information is shared smoothly and effectively, and everyone is enriched by taking part in the experience,
- Develop and keep up to date the sourcing infrastructure, tools, and communication systems and, if needed, propose and implement improvement actions,
- Support and advise the Head of People & Culture Unit and the Head of Administration when implementing HR-related initiatives, with a focus on all the projects that may (or should) have an impact on the brand awareness or the attraction of F4E, both externally and internally,
- Contribute to all HR policy development initiatives and most notably in the ambit of mobility and career planning.

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 € 5,805.35 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 covers the following areas

- University degree in Human Resources, Psychology, Law, Sociology, Business Administration, Business Management, Economy or equivalent,
- A minimum of 6 years of professional experience in talent acquisition in international environments,
- At least two years' experience leading multicultural and diverse recruiters or HR Specialists in a busy, fast-paced recruitment team with a high volume of requests,
- Demonstrated success developing and deploying creative, effective candidate pipeline development methodologies and effective outreach and diversity improvement strategies,
- At least two years of experience in the use of LinkedIn Recruiter, other ATS and sourcing tools, ideally contributing to their development or implementation.

B2. Advantageous Selection Criteria

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

- Proven experience in other functional areas of HR,
- Experience in psychometric and cognitive abilities assessment tools,
- Demonstrated experience in designing and implementing employer branding strategies and initiatives, ideally building, or implementing an Employee Value Proposition, and organizing events and social media campaigns,
- Proven experience in change management or transformation initiatives,
- Deep knowledge of the job market and trends in Europe,
- Knowledge of European Commission Staff Regulations and mobility procedures.

B3. Competencies

The following competences will also be assessed:

- Excellent verbal and written communication skills, with the ability to write in a way that captures the attention of top candidates,
- Proactive and creative approach with lateral thinking,
- Excellent problem-solving skills,
- Collaborative and supportive attitude, ability to work across all functions within the Agency,
- Ability to work both independently and as part of a team,
- Lead by example, willing to make others grow and win together.

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 28/07/2023 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 noticed published on F4E website on 15/06/2023.

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.