



VACANCY NOTICE

METROLOGY AND REVERSE ENGINEERING GROUP LEADER

Closing date for applications: 02/07/2020 - 12:00 noon (Barcelona time)

Reference	Grade	Location
F4E/TA/AD8/2020/0238	Temporary Agent, AD8	Barcelona, Spain ⁱ

Fusion for Energy (or F4E) is looking for a highly motivated and experienced Metrology and Reverse Engineering Group Leader to work in the Engineering Unit of the ITER Delivery Department.

IS THIS JOB FOR YOU?

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

The metrology and reverse engineering group will play a key role in the control of the large components that F4E will deliver to ITER International Organisation, the largest nuclear fusion project in the world.

Problem solving, capability to organize and implement metrology campaigns, aptitude to develop bespoke designed inspection tools, capability to integrate metrology and quality aspects, ability to establish proficient relationships with F4E suppliers are key traits of the successful candidate.

The F4E metrology team is equipped with the latest software and hardware technologies to ensure the application of highest metrology and quality standards to nuclear grade components.

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. The metrology group leader along with the metrology team shall contribute to the verification of Nuclear Safety and Functional requirements; those controls are instrumental to guarantee 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.

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

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<http://fusionforenergy.europa.eu>

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 JOB

The Metrology and Reverse Engineering Group Leader will define the vision and the strategy of the group.

He/she will play a leading role in the organization and implementation of metrology campaigns aiming at assessing the compliance of the ITER systems, structures or components during design, manufacturing and assembly/installation.

He/she will be responsible for the design and implementation of the F4E metrology handbook prescriptions

The Metrology and Reverse Engineering Group Leader will report to the Head of the Engineering unit.

YOUR KEY RESPONSIBILITIES

As a member of the Engineering Unit of the ITER Delivery Department, the Metrology and Reverse Engineering Group Leader will report to the Head of the Engineering Unit.

In close collaboration with the Head of Unit, the Group Leader will be responsible for leading the Metrology and Reverse Engineering Group in support to the ITER Programmes.

He/she will in particular:

- In accordance with the unit strategic plan, organise the Group activities and resources;
- Ensure the efficient organisation of the Group, consistent with the Programmes/Projects objectives and available resources, within the framework of a flexible matrix organisation;
- Contribute to and support the development of the team knowledge in the fields of metrology and reverse engineering;
- Develop a proactive environment with ITER D Programmes anticipating Programmes needs and developing appropriate strategies;
- Track the team's activities against plans, supervise and monitor the progress and fulfilment of objectives, provide regular reports, analysis and evaluation of results and performance to the Head of Unit, ensure that agreed quality assurance and control requirements are applied;
- Foster a collaborative working climate, suitable to develop a high performance team;
- Set up and manage the Framework Contracts needed for supporting the ITER Programs and Projects;
- Be responsible for the management of all the instrumentation means including hardware and software;
- Disseminate metrology culture within F4E and F4E suppliers;
- Improve the effectiveness and efficiency of metrology actions by implementing F4E/ISO standards and optimising standards and inspection practices.

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 AD8 (step 1) is currently €7,072.70. 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 9 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 10 years of proven professional experience;

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 official 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

- University degree in mechanical engineering or equivalent technical discipline (e.g. industrial engineering, general engineering, etc.);
- Proven experience of at least 5 years in the role of mechanical engineer;
- Proven experience of at least 2 years in the role of mechanical engineer in charge of metrology activities;
- Professional knowledge of Spatial Analyzer metrology software;
- Professional knowledge of laser tracking, photogrammetry and laser scanning techniques;
- Proven experience, at least 1 year, in team management/coordination;
- Proven experience of management of industrial contracts.

B2 Advantageous Selection Criteria

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

- Metrology software certification;
- Metrology certification issued by an authorised training centre or school;
- Good knowledge of programming languages suitable for metrology campaign automation;
- Basic knowledge of Catia V5.

B3 Competencies (Soft skills?)

The following competencies will also be assessed:

- Excellent organisational skills;
- Excellent ability to collaborate well in a team and to develop a collaborative working environment within the team;
- Analytical ability;
- Proficient oral and written communication skills.

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/>

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 02/07/2020 at 12h00 noon Barcelona time.

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.

'Fusion for Energy' as the body responsible for organizing the selection process, will ensure that applicants' 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.

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 AD8 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 **31/12/2021** 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.