



Vacancy Notice

Risk Manager

Fusion for Energy (F4E) is hiring a **Risk Manager**, who will play a key role in supporting fusion, the power of the Sun, into a future sustainable energy source.

Reference	Grade	Location	Closing date
F4E/TA/AD8/2025/0284	Temporary Agent AD8	Barcelona, Spain ⁱ	16/06/2025 - 11:59 (CET)

Is this job for you?

If you are a passionate professional and 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, we have the perfect opportunity for you! Apply to become a Risk Manager within our Projects Control, Supply Chain and Finance Department of 'Fusion for Energy'.

As a member of the Project Management Office & Budget Unit and within an integrated team constituted of F4E and ITER Organization staff, the Risk Manager will be playing an active role in ensuring that risks are managed appropriately at all levels within F4E.

The ideal candidate will possess extensive experience in project and risk management activities, a strategic and change management mindset, strong analytical and organizational skills, and proven expertise in a coordination role within a relevant area of responsibility.

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 has just entered in a new organisation.

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 Projects Control, Supply Chain and Finance provides governance and oversight of programmes as well as matrixed support encompassing procurement, supply chain management, finance, and legal services. The Department is composed of around 96 staff.

As a member of the Project Management Office & Budget Unit, the Risk Manager will report to the Head of Unit. The Risk Manager will be responsible to ensure that risks are managed appropriately at all levels. They will define and provide guidance on the risk methodology to be followed, make an overall analysis of the risk registers and ensure the follow-up of the agreed mitigation plans. The Risk Manager will also liaise with ITER IO on risk management activities and be an assurance provider in the Internal Control System.

Their role and responsibility include but are not limited to:

- Promote a strong risk culture and engagement within the organization. Introduce risk as an inherent aspect of F4E's decision making process, and drive increased maturity on risk management activities, through promotion of the Risk Champions Network, communication strategies and regular progress reporting to stakeholders;
- Define and maintain risk management strategies, methodology and documentation (policy, processes and risk database), based on industry best practice, and aligned with ITER-International Organisation and European Commission, as far as practicable;
- Conduct and coordinate comprehensive risk assessments across the F4E organization, in accordance with the defined methodology and strategy and supported by the Risk Champions, including qualitative and quantitative assessments on schedule, cost (including contracts), and transversal risk areas at corporate level;
- Establish and manage risk monitoring processes and procedures to track and report in real-time on key indicators, incidents, and emerging risks. Conduct Monte Carlo simulations to enhance risk management processes and increase reliability on schedule and cost estimates;

- Analyse risk related data, identify trends and present comprehensive enterprise and portfolio risk reporting internal and external stakeholders (Project Steering Meeting, Leadership Team, governance and audit bodies);
- Develop and deliver risk management trainings, ensuring the implementation of F4E's internal control system, and liaise with the ITER International Organisation, EU agencies and project organizations on project risks and risk management best practices.

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 AD8 (step 1) is currently € 8.651,92. 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 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. 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:

- University degree in science, engineering, finance, economics, business, statistics, or equivalent providing a solid knowledge in risk management.
- At least 9 years of proven experience in project management related activities.
- At least 5 years of proven professional experience in risk management.
- At least 3 years of proven experience in a coordination role in a relevant area of responsibility, including direct interaction with leadership, governance and external stakeholders.
- Proven experience in project methodology (PMI-PMBOK), PMI-RMP or equivalent, or delivery of complex technical projects.

B2. Advantageous Selection Criteria

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

- PMI-PMP or PMI-RMP certification or equivalent.
- Proven experience in data analysis, Montecarlo simulations or visualization tools.

B3. Competencies

The following competences will also be assessed:

- Strategic & change management mindset.
- Teamwork, positive attitude and pragmatic approach to problem solving.
- Pro-activity, adaptability and client/service-oriented attitude.
- Strong analytical and organizational 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://fusionforenergy.europa.eu/vacancies/>

You must register your application online through the F4E E-recruitment platform by creating a valid F4E user account and submitting the documents mentioned below. Fusion for Energy (F4E) is currently working to further develop F4E's selection process. The application for this vacancy notice will serve as a pilot for the new recruitment platform which means that you—even if you have previously applied for an F4E vacancy— will be asked to register a new user account and complete information on the platform, in addition to submitting your CV and Motivation Letter. We appreciate any feedback you may have regarding your user experience: hr-selections@f4e.europa.eu.

Please note that the online e-recruitment application platform 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 16/06/2025 at 11h59 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 us via the “[Contact Us](#)” form. 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.

After submitting your application, you will receive an acknowledgement of receipt notification. Please note that email correspondence from F4E will be sent out via our e-recruitment system. We therefore ask you to regularly monitor your email inbox and spam. Emails will have the sender address “@f4e-jobs.gestmax.eu”.

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 organising 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.

In order to update your CV and/or Motivation Letter and rectify any incorrect or inaccurate data, please send an email to us via the “[Contact Us](#)” form 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 you have any query concerning the processing of your personal data, you shall send them to the following address: HR-DataProtection@f4e.europa.eu.

Vacancy published on F4E website on 16/05/2025.

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.