



Internal Mobility

INTERNAL PUBLICATION

POSITION TITLE	Technical Integration Specialist
REFERENCE	F4E/INTERNAL/CA/FGIV/2026/30011
TYPE OF POST	Contract Agent
FUNCTION GROUP	FGIV
GRADE BRACKET	13 - 19
LOCATION	Cadarache, France ¹
CLOSING DATE FOR APPLICATIONS	05/10/2026

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of a candidate for the position of Technical Integration Specialist available in the Systems Integration and Performance Group inside the Projects Department.

Practical information on procedural aspects and on how to apply is described here below (selection process and submission of applications).

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

As a member of the Systems Integration and Performance Group (SIPG), the Technical Integration Specialist will report to the Group Leader and will work directly under their supervision.

The selected candidate will:

- Support the Systems Integration and Performance Group (SIPG) Leader in managing Configuration Processes, especially the Change Process, Transversal Risk Management and other Systems Engineering Processes.
- Support the integration and configuration activities of the TBM Programme.

¹ Given the needs of the organisation, the candidate may be offered a position at any of the other F4E working places.



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- Support the Systems Integration and Performance Group Leader in the management of Project Change Requests (PCRs) and participation in ITER Configuration Control Boards by contributing to the technical assessment of PCR impacts on F4E in-kind contributions. This includes reviewing Procurement Arrangement Change Notices (PACNs), monitoring ITER Reserve Fund contributions and credit accounting, and coordinating the consolidation of F4E positions on PCRs presented by the ITER Organization (IO) at the weekly Configuration Control Boards.
- Support the Systems Integration and Performance Group Leader in the management of transversal risks across the Projects Department by assessing and monitoring their technical and cost impacts at both project and departmental levels, and by contributing to the implementation of a consistent risk management approach for risks affecting multiple F4E in-kind contributions.
- Providing support in the preparation and management of complex technical documentation such as deviations and non-conformities, technical and design reports, technical specifications for Call For Tender.
- Support the TBM Programme in Systems Engineering activities, including configuration management, interface management, and the integration of Test Blanket System (TBS) ancillary systems throughout the project lifecycle.
- Assess and review technical, engineering, and verification documentation provided by the ITER Organization (IO), European Laboratories, and F4E suppliers to support technical decision-making and project delivery.
- Provide integrated technical analyses and coordination support to the Systems Integration and Performance Group Leader and TBM Programme Manager for management boards, cross-functional working groups, and programme governance activities.

How will we evaluate your application?

A Eligibility Criteria - you can apply if you are:

Established Contract Agents working at F4E with a regular (renewable) contract who, at the closing date for submission of applications:

- Belong to the grade bracket mentioned under “Grade bracket”.
- Have completed a minimum of 2 years in their current post (job).

B Your Qualifications and Experience

B1 It is essential that your professional history covers:

- University degree in nuclear engineering.
- Proven working experience of at least 5 years in Configuration Management and Change Management and Change Management in complex multidisciplinary engineering projects involving multiple technical interfaces and stakeholders.
- A minimum of 5 years of demonstrated professional experience, gained across at least two of the following fields:
 - Systems Engineering activities, including requirements management and verification, requirements propagation across ITER and F4E baselines, and project interface management with responsibility for interface requirements and Interface Sheet management.
 - Design integration, design maturity assessment, and technical governance, including the review of technical documentation and participation as a panel member in technical and design review boards.



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- Proven experience in transversal project risk management and Nuclear Component engineering activities, including top-down and bottom-up risk assessments and support to design and technical review processes.

B2 Advantageous Selection Criteria

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

- Demonstrated experience in the same role in large-scale fusion, nuclear or similarly complex engineering project involving multiple stakeholders, significant technical interfaces and project governance arrangements comparable to those applied at F4E.
- Proven experience in working practices of the nuclear industry and in application of French regulations applicable to nuclear facilities, especially the INB Order of 2012.
- Proven experience in supporting Management Board and cross-functional working group.

B3 Competencies

The following competences will also be assessed:

- Excellent analytical and problem-solving skills, with the ability to assess complex technical information, identify issues, evaluate impacts, and develop practical and effective solutions.
- Strong communication and interpersonal skills, with the ability to present information in a structured and concise manner and engage effectively with both technical and non-technical stakeholders.
- Proven ability to work independently and take ownership of responsibilities, while contributing effectively within multidisciplinary and cross-functional teams.
- Strong organizational and time-management skills, with the ability to prioritize tasks, manage workload efficiently, work under pressure, and consistently deliver results within agreed deadlines and quality standards.

Selection process

The recruiting manager, together with a staff committee representative and additional members if deemed necessary/useful, shall be responsible for reviewing the qualifications, experience and motivation of the applicants and draw up a list of candidates who will be invited to attend an interview.

A job interview will be organised for short-listed candidates deemed most suitable for the job. The candidates shall be interviewed by the responsible Head of Group and additional member(s) from the service if deemed necessary. A member of the Staff Committee will also be present in an observer capacity to ensure fair and equal treatment. As F4E staff members will have already gone through more rigorous testing at the time of their original selection, the internal selection interview will be lighter than what is typically done for external procedures.



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The shortlisted candidates will not be asked to sit a written/practical test. No reserve list will be established for this selection. You will be informed of the outcome of your application, and the selected candidate will be reassigned to the new unit without any impact on their contractual conditions.

The date of effect of the reassignment will be determined to limit any disruption of service as much as possible. It follows that the new duties may be delayed until such time that a solution has been found to replace the employee selected through the internal mobility procedure. The replacement solution may come either through a new internal selection procedure, using a reassignment in the interest of the service or of a F4E Reserve list or the launch of an external procedure.

Please note that the selection panel's work and deliberations are strictly confidential and any contact with its members related to this selection is strictly forbidden.

Submission of applications

Before submitting their application, candidates shall make sure that they fulfil all the eligibility and essential criteria as set out under point A and B of this notice.

Contract Agents interested in this post are invited to submit their application. 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.

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. We appreciate any feedback you may have regarding your user experience: hr-selections@f4e.europa.eu.

The online application process starts upon clicking this F4E [E-recruitment link](#).

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.

Applications must be complete and validly submitted by the closing date for submission of applications, no later than 05/10/2026 at 23h59, 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.



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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”.

Upon request from the Head of Unit, candidates who are called for an interview shall be ready to provide all relevant supporting documents (diplomas, certificates and other supporting documents) proving their working experience and corresponding to the information in the application.

If at any stage of the procedure it is established that any of the information a candidate provided is incorrect, this candidate may be disqualified.

Applicants who consider that they have been adversely affected by a particular decision regarding this selection can lodge a complaint. For further details on how to proceed, please consult the appropriate document published on our [website](#).

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.

You have the right to rectify your data. In order to update your CV and/or Motivation Letter and rectify any incorrect or inaccurate data, please send an email to the specific mailbox 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