



VACANCY NOTICE

Legal Specialist

Fusion for Energy (F4E) is hiring a Legal Specialist, 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/CA/FGIV/2025/150	Contract Agent FGIV	Barcelona, Spain ⁱ	27/10/2025 - 11:59 (CET). <i>NB: The application deadline has been extended until 12/11/2025 – 11:59 (CET).</i>

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 Legal Specialist within our Legal Service Unit, Project Control, Supply Chain & Finance Department.

The ideal candidate will excel in delivering clear legal advice, possess strong analytical, negotiation, and drafting skills, and demonstrate both independence and effective collaboration under pressure. Bring your expertise and organizational acumen to a dynamic, client-focused environment committed to achieving results.

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

As a member a of the Legal Unit, the Legal Specialist will provide legal support throughout the project life cycle from preparing, negotiating and following up on contracts and international agreements, to advice on contract implementation, procurement claims and litigation, in the areas of commercial, public procurement, administrative, construction and international law, in support of F4E objectives and activities. The Legal Specialist will work under the coordination of the Head of Unit.

Their role and responsibilities include but are not limited to:

- Provide legal support on various legal matters, including contracts, commercial issues, public procurement, administrative law, construction, and international law.
- Legal support in preparing, negotiating, and following up on contracts and international agreements.
- Legal support in advising project teams on contract implementation.
- Legal support in assisting with commercial claims and dispute resolution.
- Legal support in preparing and revising legal texts and internal documents, such as model contracts, NDAs, and warranties.
- Legal support in monitoring relevant legislation at national, European, and international levels.
- Act as the operational initiation officer for management of legal service contracts and supports unit budget management.

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 FGIV (step 13) is currently € 4.270,49. 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.

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:

- A university degree in Law.
- At least three years of working experience in legal support duties as described in the above 'Your key areas of impact'.
- Proven working experience in major projects involving providing support in the preparation of tender documents, drafting and/or negotiation of contracts, and/or dispute resolution (e.g. adjudication or arbitration).

B2. Advantageous Selection Criteria

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

- Proven experience providing legal advice on EU Public Procurement Law or within the F4E and ITER Legal Framework.
- Demonstrated experience administering contracts in large-scale projects.
- Postgraduate degree in construction law or nuclear law.
- Complete professional command of both written and spoken French.
- Experience in financial management.

B3. Competencies

The following competences will also be assessed:

- Capability to communicate legal advice to technical colleagues in an understandable manner.
- Ability to perform duties with speed and accuracy, within established deadlines.
- Ability to analyse large quantities of information accurately.
- Excellent communication, negotiation, and drafting abilities with a client-focused, results-driven approach.
- Strong organisational skills with the capacity to work independently or collaboratively, and to be proactive, even under pressure.

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. 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 **27/10/2025 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 two of the candidates thereon may be offered these two positions.

For more information on the selection process of Contract 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. For more information on the selection process of Contract 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 initially published on F4E website on 26/09/2025. Vacancy re-published on F4E website on 29/10/2025.

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.