



CALL FOR EXPRESSION OF INTEREST

PROFILE:	SYSTEMS INTEGRATION AND PERFORMANCE GROUP LEADER
LOCATION:	BARCELONA, SPAIN
DEADLINE:	16/06/2025 AT 23:59 , BARCELONA TIME

1. PURPOSE

Career development and horizontal mobility are important vehicles to enable Fusion for Energy (F4E) in its ambitious mission. This is why F4E began putting in place a series of initiatives to increase the opportunities to enhance skills and broaden competencies of staff by taking new interesting challenges.

As part of this commitment, F4E is launching an internal call for expression of interest for the position of **Systems Integration and Performance Group Leader** in the Projects Department.

2. HOW THE PROCESS IS STRUCTURED?

After the closing date, the Head of Unit will review all applications in consultation with People & Culture and, when deemed necessary, a Staff Committee representative will act as an Observer. Consequently, eligible candidates will be invited for an interview.

Because of the nature of the Call for Expression of Interest, the selection will be based on a simplified procedure, where the Head of Unit will act as the Hiring Manager.

The timing and modality of the assignment will be subject to feasibility discussions between the concerned hierarchies of the applicants and, where deemed necessary, ad-hoc temporary measures to help backfill the former duties of the selected candidate.

All staff having expressed an interest will be informed of the outcome of their candidacy in due time and by email.

3. HOW TO EXPRESS INTEREST

Interested staff should submit detailed CV and a cover letter in English outlining relevant suitability and motivation for the role through the F4E E-recruitment platform.

You must register your application on the F4E E-recruitment platform by creating a valid F4E user account and submitting the documents mentioned below.

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



Internal Mobility

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 on F4E online application platform.

**Applications must be complete and validly submitted by the closing date for submission of applications,
no later than 16/06/2025 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.

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”.

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](#).

4. HOW ARE YOUR DATA PROTECTED ?

‘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 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 address them to the following address: HR-DataProtection@f4e.europa.eu.



Internal Mobility

Annex

JOB DESCRIPTION			
Job Title	SYSTEMS INTEGRATION AND PERFORMANCE GROUP LEADER		
Department	PROJECTS	Unit	Head of Department
Job Family	Management	Main Profile	Operational Group Leader
Secondary Profile		Tertiary Profile	
Type of Contract	TA	Grade Bracket / FG	AD5-AD12
Staff Management Responsibility	No	Line Manager	Head of Department
Role in Financial Circuits	N/A		
Department Mission	<p>Projects Department (PROJECTS) is responsible for the delivery of programmes to the required quality, on time and within budget. This includes the European contributions to the ITER, Broader Approach and IFMIF-DONES projects, as well as the Test Blanket Modules programme, and a programme of activities in preparation for future demonstration fusion reactors (DEMO).</p>		
Unit Mission	<p>Systems Integration and Performance (SIP) Group contributes to delivery of programme results by providing systems engineering and configuration management expertise. The main responsibilities of the Group are:</p> <ul style="list-style-type: none"> Ensuring coherence of systems engineering & configuration management processes including phase gates & design control, requirements management and verification, interfaces management, technical baseline management and change management. Representing and coordinating F4E's contribution in the Change Control Board L2 and L3 for ITER and equivalent for DONES and other projects. Contributing to define correct configuration of the projects, oversee their technical maturity and performance as well as contributing to solve technical transversal issues. 		
Main Profile Overall Purpose	<p>The Operational Group Leader defines a strategy for the technical area, manages a group of engineers to contribute to the objectives of the F4E Programmes and Projects assuring that the critical knowledge is developed and maintained.</p>		
Secondary Profile Overall Purpose	N/A		
Tertiary Profile Overall Purpose	N/A		



Internal Mobility

RESPONSIBILITIES

OPERATIONAL GROUP LEADER

1. In close collaboration with the Head of Department and in accordance with the SIP Group's strategic plan, set up, deploy a strategy, and organize Group activities and resources in order to meet the corporate objectives.
2. Assure day-to-day management of the team; supervise people and their performance and support the development of team members to their fullest potential, keeping them motivated and trained.
3. Assure an information channel to/from team members, IO and management to cascade and distribute information and facilitating constructive communication.
4. Coordinate activities within the team and ensure team members are equipped and sufficiently supported to achieve successful results.
5. Develop critical knowledge within the group; is on the lookout for upcoming technologies, trends, or ways of working in the industry F4E would benefit from; decide how to best deploy these innovations within the F4E context.
6. Promote and establish collaboration networks with external stakeholders (industry, laboratories, research bodies, university, etc.) on technical matters.
7. Cooperate with the Head of Department establishing a work environment allowing for trust, collaboration, well-being and where staff can be engaged and motivated.

ELIGIBILITY REQUIREMENTS

All TA & FO staff having successfully completed their probation and having served at least 2 years in their current function.

QUALIFICATIONS AND EXPERIENCE

- University degree in Engineering, Physics, Chemistry, IT or equivalent;
- A minimum of 5 years of professional experience in systems engineering and/or management of complex project architectures and the related tools and methods;
- At least 2 years' experience in managing, leading or coordinating tasks carried out by multiple performers in a multi-stakeholder project environment.

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

- Proven experience or knowledge of the ITER configuration, integration and systems engineering processes;
- Demonstrated knowledge of general systems engineering tools and practices, as well fusion systems and technologies;
- Relevant working experience in the Nuclear Industry or other safety critical environment;
- Familiar with administrative, financial and oversight issues;
- PMP (Project Management Professional) certification from Project Management Institute (PMI) or equivalent.

Health & Safety



Internal Mobility

Take care of their own health and safety and that of other persons affected by their acts or omissions, in accordance with the training and instructions received, to the best of their ability. Immediately inform their superior and/or the Health and Safety Head of Site of any work situation they have reasonable grounds for considering represents a serious and imminent danger to health and safety.

Internal Control

Ensure that their activities abide by the legal framework and processes. They shall report to their hierarchy any deficiency, which may put into question the presence or the functioning of the internal control strategy.

Nuclear Safety & Quality Assurance

Contribute to the application of QA/QC requirements as well as their propagation and implementation follow up in the supply chain. Contribute to the implementation/control of safety requirements into assigned scope. Implement and/or technically controls PIA as SQEP for relevant activities.

COMPETENCIES of the MAIN PROFILE

Technical / Functional Skills

- Ensuring coherence of systems engineering & configuration management processes including phase gates & design control, requirements management and verification, interfaces management, technical baseline management and change management.
- Representing and coordinating F4E's contribution in the Change Control Board L2 and L3 for ITER and equivalent for BA, DONES and other projects.
- Contributing to define the correct configuration of the projects, oversee their technical maturity and stability through their lifecycle, maintaining an understanding of the place that individual F4E contributions have in the overall projects.
- Developing and maintaining a comprehensive view of the systems aspects in the different projects, including the complete definition of the F4E scope and its changes over time (including KPIs used to monitor the maturity and stability).
- Contributing to the preparation of commissioning and operations of facilities.
- Ensure definition and implementation of appropriate Systems Engineering processes, including Systems data integration.
- Lead the preparation of ITER Multi-Party Agreements (MPA).
- Ensure understanding of projects and systems operational phases and performance.
- Ensure coordination and harmonisation of projects phase gate processes.
- Contribute as appropriate to projects governance instances, in particular ITER CCB Meetings and credits/Reserve Fund accounting.
- Contribute as appropriate to F4E project monitoring, reviews and gates.

Methodology, processes and tools

- Good knowledge of the methodology, processes and tools required for each profile performed in their group.
- Familiarity with administrative, financial and oversight issues.

Project Management



Internal Mobility

- **Planning:** define a reliable project plan with scope, deliverables, time scales, resource requirements, budget, risk, and quality.
- **Scheduling:** develop, produce, and maintain schedules for activities that take account of dependencies, resource requirements and constraints to enable efficient result realisation.
- **Cost management:** estimate costs, produce a budget and control forecasts in a reliable and transparent way and manage them.
- **Risk management:** systematically identify and monitor risks & issues, mitigate / respond to those risks appropriately.
- **Change Management:** Proactively follow up with changes in project scope, documentation, and requests, and competently manage interactions with team members, stakeholders and providers in a way to foster motivation and trust.

Soft Skills

- Strong communication and influencing skills;
- Ability to make decisions based on evidence and/or applicable past experiences;
- High levels of emotional intelligence;
- Ability to work in a team spanning a matrix organisation whilst satisfying multiple stakeholders;
- Result and delivery oriented;
- Excellent problem-solving skills.

Language

Excellent written and spoken communications in **English**.

WORKING CONDITIONS

Possible work at night and/or weekends

No

HEALTH & SAFETY

Individual detailed Risk Assessment are performed for each staff member and can be requested to H&S Coordinator: hscoordinator@f4e.europa.eu. They are reviewed periodically to ensure updates on job hazards and the jobholder is encouraged to actively discuss it with their supervisor and the Medical Adviser in the frame of the Annual Medical Visit.