


CALL FOR EXPRESSION OF INTEREST

PROFILE:	GROUP LEADER IN THE PROJECT CONTROL, SUPPLY CHAIN AND FINANCE DEPARTMENT FOR THE AREAS DEFINED BELOW (*) – TEMPORARY AGENTS OR OFFICIALS (FUNCTION GROUP AD)
LOCATION:	BARCELONA (SPAIN) OR CADARACHE (FRANCE)
DEADLINE:	08/06/2026 AT 23:59, BARCELONA TIME
PUBLICATION DATE:	22/05/2026

1. PURPOSE

Career development and horizontal mobility are important levers in enabling Fusion for Energy (F4E) to fulfil its ambitious mission. This is why F4E has put in place a series of initiatives to enhance opportunities for staff to develop their skills and broaden their competencies by taking on new and interesting challenges.

As part of this commitment, F4E is launching an internal call for expressions of interest for six (6) Group Leader positions (*) in the Project Control, Supply Chain and Finance Department (PCSCF).

The PCSCF Group Leader is responsible for upholding and promoting the Department's values and vision, strengthening collaboration and unity within the Group and Unit, and fostering motivation and engagement among team members. The role is essential to the successful achievement of the Unit's and PCSCF Department's strategic objectives. Group Leaders remain partially operational contributing to the required team activities.

Key Responsibilities

1. Provide functional coordination of the group activities. Contribute to aligning their implementation with the Department/Unit work programmes and the F4E strategy.
2. Maintain regular interaction with team members to support effective task delivery and ensure the timely flow of relevant information within the group and to the Head of Unit, as appropriate, while fostering a work environment based on trust, collaboration and well-being, in cooperation with the Head of Unit.
3. Contribute with the Head of Unit in communicating team and individual objectives. Contribute to the clarity and shared understanding of these objectives.
4. Provide technical expertise in the relevant domain and coordinate approaches within the group, ensuring consistency, quality and alignment of results.
5. Contribute to the identification and escalation of resource and support needs to enable the effective delivery of work programme activities.



Internal Mobility

6. Contribute, as appropriate, to relevant administrative and organisational processes within the group, under the supervision of the Head of Unit.
7. Participate in relevant internal and external professional networks, contributing to knowledge sharing, technical exchange and the continuous development of best practices within the domain.

(*) 6 Group Leader positions are to be filled for the 6 newly created groups listed below:

	Group name	Related Unit
1	Contractual Process Group	Supply Chain Unit
2	Supply Chain Strategy Group	Supply Chain Unit
3	Procurement Process Group	Procurement Unit
4	Procurement Supply Chain Group	Procurement Unit
5	Budget & Accounting Group	Project Management Office & Budget Unit
6	Reporting & Tools Group	Project Management Office & Budget Unit

2. HOW THE PROCESS IS STRUCTURED?

A panel is constituted to assess the applications in consultation with People & Culture, as follows: Head of Units: Project Management Office & Budget, Finance, Legal, Supply Chain and Procurement, and the Head of Project Control, Supply Chain and Finance Department. A Staff Committee representative will act as Observer. Additional panel members outside of the PCSCF Department may be invited to join the interviews.

On the deadline for applying, the panel screens internal applications against the requirements stated below, with specific focus on the demonstrated experience as this requirement will only be assessed based on the submitted CV (and will not be covered during the interview). Consequently, eligible candidates will be invited for an interview.

The interview will cover communication skills, clear collaboration, fostering staff well-being and the contribution in building a shared team vision. Invited candidates are required to prepare a 10-minute presentation (up to 5 slides) for the interview to support their application.

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

The timing and modality of the assignments 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.



**FUSION
FOR
ENERGY**



Internal Mobility

Applications:

Eligible candidates complying with the following requirements will be able to apply to one or more groups.

Eligible criteria – you can apply if you are/have:

- established Temporary Agent AD working at F4E holding a regular (renewable) or indefinite contract, or being an EU Official, and working at F4E who, at the closing date for submission of applications, have completed a minimum of 2 years in their current post.
- have proven 3-years' experience aligned with the scope of the group(s) applied for. Please refer to the six group mission statements in the Annex to this Call.
- have a proven track record in promoting a work environment that fosters trust, collaboration and inclusion.
- have experience in interacting with internal or external stakeholders and/or working in a matrix organisation.

3. HOW TO EXPRESS INTEREST

Interested staff should submit a detailed CV and a cover letter in English outlining relevant suitability and motivation for the role through the F4E E-recruitment platform. **Applicants should refer to the relevant section(s) when assessing how their 3-years' experience demonstrated aligns with the scope of the Group(s) for which they wish to apply, as per Annex.**

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](#).

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.

Applicants can apply to one or more of the Group Leader positions.

**Applications must be complete and validly submitted by the closing date for submission of applications,
no later than 08/06/2026 at 23h59, Barcelona time.**



Internal Mobility

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.



ANNEX

This Annex sets out, for each of the groups covered by this Call, the group's mission statement and coordination portfolio.

*Group size indicated may vary as an outcome of this mobility exercise and possible transfer following the selection process.

SUPPLY CHAIN UNIT

GROUP 1 — CONTRACTUAL PROCESS

Mission statement

Focuses on consistency and continuous improvement practices, methods, processes, templates related to F4E contracts, contract management and digital tools through which (i) F4E reports on contract management, performance and supply chain (ii) F4E forecasts commitments, payments overall annual budgetary plan (iii) F4E manages contracts and contracts modifications. The Contractual Process Group is dedicated to improvement, simplification and efficiency of contract drafting, contract modification, contract monitoring and related digital tools over the entire supply chain life cycle.

Coordination portfolio

- **All contractual related policies, processes, templates and methodologies:** continuous improvement of those in view of lowering administrative burden by integrating improved features learned from experience, innovative or alternative contractual instruments and digital tools.
- **Digital tools related to Contract management:** simplification of e- process related to contract management, simplification of reporting and forecasting tools related to contract management and supplier relationship management, development of the use of AI in contract management
- **Inter-institutional Contract management lessons learn sharing:** participation in and contribution to NAPO (Network of Agency Procurement Officers), contract management forum shared with ITER IO and Big Science Organization.
- **Compliance and quality assurance:** Ensure all contract management activities meet the standards of the F4E Financial Regulation and applicable EU procurement regulations.

Group size*	14 staff members, including the Group Leader
Indicative experience areas (3-years demonstrated experience)	Any of the following key areas: Public Procurement, Supplier Relationship Management, Market analysis, Market survey, Contract management, Claim management, Contract strategy, IP management and valorization



GROUP 2 – SUPPLY CHAIN STRATEGY

Mission statement

Focuses on the development of the F4E industrial policy and improvement of F4E digital tools associated with the valorisation of F4E Supply Chain database.

Coordination portfolio

- **Own F4E’s Industrial Policy and coordinate the execution of implementation plans (IPIP)** in line with the European Fusion Strategy, including support to initiatives for advancing research of fusion enabling technologies and key public private partnership, monitor the EU fusion supply chain and consolidate data into F4E’s Supply Chain information system.
- **Engage with industrial markets and develop and valorize European Supply Chain** by:
 - conducting comprehensive market analysis, including market surveys and business intelligence activities such as B2B meetings, information days, Fusion or Big Science outreach events, business forum with the objective to enhance competition, mitigate risks, optimize costs and develop European Fusion supply chain
 - managing the network of Industrial Liaison Officers to ensure efficient collaboration with Member States’ industry for the benefit of EU fusion activities,
 - managing the F4E digital tools for the valorization of European supply chain database.
- **Manage Intellectual Property licensing, patent management, as well as set up and implement the F4E Technology Transfer Program and associated tools.**
- **Lead Supplier Relationship Management** and monitoring of **contractual performance** for PCSCF Department
- Coordinate PCSCF Department **knowledge management** and **F4E dual use activities**.

Group size*	12 staff members, including the Group Leader
Indicative experience areas (3-years demonstrated experience)	Any of the following key areas: Public Procurement, Supplier Relationship Management, Market analysis, Market survey, Contract management, Claim management, Contract strategy, IP management and valorization, industrial Fusion or Big Science supplier outreach event, technology and supplier mapping, internet platform for supply chain engagement.



PROCUREMENT UNIT

GROUP 3 — PROCUREMENT PROCESS

Mission statement

To govern and continuously improve the methods, processes, and digital tools through which F4E engages the market, ensuring every procurement action is legally sound, operationally efficient, and strategically aligned. The Procurement Process Group sharpens how we buy while every Procurement Officer delivers across the full procurement lifecycle.

Coordination portfolio

- **Procurement process and methodology:** sourcing strategies (including implementation of the outsourcing ESP scheme), procurement planning, evaluation criteria, procurement strategy design, negotiation frameworks, and continuous improvement of procurement procedures, including the deployment of innovation procurement instruments (pre-commercial procurement, innovation partnerships, public procurement of innovation).
- **Digital procurement tools:** SUMMA, e-procurement platforms, and the F4E Industry Portal through which the unit interfaces with tenderers, with a focus on simplification and efficiency, including the use of AI and automation.
- **Inter-institutional procurement:** Service Level Agreements with the European Commission and joint procurement activities with other EU agencies and Big Science Organisations; participation in and contribution to NAPO (Network of Agency Procurement Officers).
- **Compliance and quality assurance:** Ensure all procurement activities meet the standards of the F4E Financial Regulation and applicable EU procurement regulations, and coordination of procurement templates.

Group size*	7 staff members, including the Group Leader
Indicative experience areas (3-years demonstrated experience)	Any of the following key areas: Public procurement procedures under the F4E or EU Financial Regulation; sourcing strategy and procurement planning; evaluation methodology and tender management; innovation procurement instruments; e-procurement platforms; inter-institutional or joint procurement; procurement compliance and quality assurance.



GROUP 4 — PROCUREMENT SUPPLY CHAIN

Mission statement

To build and strategically develop the European industrial ecosystem on which fusion delivery depends, ensuring F4E's supply chain is resilient, diverse, and capable of meeting current and future programme demands. The Procurement Supply Chain Group deepens who we develop while every Procurement Officer delivers across the full procurement lifecycle.

Coordination portfolio

- **Supply chain engagement events:** Support F4E Supply Chain Days, the Big Science Business Forum (BSBF), supplier forums and industry roundtables, and extracting strategic value from these events.
- **Industrial policy implementation:** Strategic Procurement, SME and supply chain sustainability action plans.
- **Knowledge networks:** Participate in and contribute to NPIO (Network of Procurement in International Organizations), inter-institutional working groups such as EIROForum, and other peer networks; stewardship of the Lessons Learned repository and support to the PUMP project.

Group size*	6 staff members, including the Group Leader
Indicative experience areas (3-years demonstrated experience)	Any of the following key areas: Supplier engagement and outreach in a high-tech or large-scale industrial context in public procurement procedures under the F4E or EU Financial Regulation; support organisation of supply chain events (Supply Chain Days, BSBF or equivalent); Strategic Procurement, SME engagement and supply chain sustainability; inter-institutional working groups; participation in international procurement or supply chain peer networks; lessons-learned and knowledge management practices.

Both groups, one mission

The two Group Leaders of the Procurement Unit form a coordinating pair, working closely with each other and with the Head of Unit to ensure consistency of practice, alignment of approach, and cross-group integration. Pair assignments to programmes are set at unit level by the Head of Unit in consultation with the Group Leaders.



PROJECT MANAGEMENT OFFICE & BUDGET UNIT

GROUP 5 – BUDGET & ACCOUNTING

Mission statement

To prepare and monitor the implementation of the F4E budget, covering both revenue and expenditure (operational and administrative). The Budget & Accounting Group manages budgetary interactions with the main contributors and supports the Accounting Officer—who is appointed by the Governing Board and operates independently—while ensuring effective use of financial systems (ABAC/SUMMA) and compliance with the F4E Financial Regulation.

Coordination portfolio

- **Prepare and manage the annual and multiannual budgets** based on accurate forecasts of revenue and expenditure (commitments and payments), and report on implementation and performance indicators.
- **Support the Accounting Officer** in:
 - Implementing accounting rules and methods, maintaining ABAC/SUMMA systems, and ensuring compliance with financial regulations.
 - Preparing and presenting annual accounts, including contributions to EU consolidated accounts, and supporting audits and discharge procedures.
 - Executing payments, collecting revenue, recovering receivables, managing treasury, and overseeing VAT exemptions.
- **Prepare budgetary documents and reports** for F4E committees, including the Governing Board.
- **Contribute to statutory annual reporting** on budget implementation and financial management.
- **Support internal users of financial and accounting systems** and provide training in collaboration with the Finance Unit.

Group size	7, including the Group Leader
Indicative experience areas (3-years demonstrated experience)	Budget and/or accounting management



Internal Mobility

GROUP 6 – REPORTING & TOOLS

Mission statement

To provide accurate and timely reporting to stakeholders against approved planning, baselines and reference documents.

Coordination portfolio

- **Prepare Single Programming Documents and Annual Work Programmes**, in coordination with internal and external stakeholders.
- **Prepare, contribute to and produce statutory, corporate and ad hoc reports**, including standard and ad hoc outputs through the Integrated Reporting System (IRS), such as KPIs and dashboards.
- **Maintain and enhance project management tools** (e.g. Primavera, EcoSys, IRS) and act as business owner for SUMMA, CAPS, and related data structures, providing user guidance, training, and data quality monitoring.
- **Organise and provide secretariat support to Project Steering Meetings.**
- **Develop and maintain governance KPIs and dashboards**, in coordination with responsible functions.

Group size	6, including the Group Leader
Indicative experience areas (3-years demonstrated experience)	Preparation of corporate reporting and/or of planning statutory documents