



Internal Mobility

**INTERNAL MOBILITY
CALL FOR EXPRESSION OF INTEREST**

ELIGIBLE STAFF:	TEMPORARY AGENTS/EU OFFICIALS, AD OR CONTRACT AGENTS FG IV
PROFILE:	PROJECT CONTROL AND PERFORMANCE MANAGEMENT OFFICER
LOCATION:	BARCELONA, SPAIN
DEADLINE:	16/04/2026 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 **Project Control and Performance Management Officer** in the Project Management Office & Budget Unit, of the Project Control, Supply Chain and Finance Department.

The staff member with the **Project Control and Performance Management** profile will work in the Project Management Office (PMO) & Budget Unit dealing with project change control processes definition and monitoring for F4E integrated and enhanced performance baseline management.

2. ACTIVITIES

The **responsibilities** that are required for this role include, but are not limited to:

- Manage the project BCRs with the support of cost, schedule, resource, budget, risk management functions in PMO&Budget Unit.
- Determine the Project/programmes/portfolio/Corporate Key Performance Indicators (EAC, schedule, costs, risk, resources).
- Present the status on schedule (annual and multi-annual) performance and variations from the relevant baselines at the Project Steering Meetings.
- Prepare the KPI dashboard for the for the F4E stakeholders.
- Liaise with the Project Performance Management Unit and ITER Organisation on the KPIs analysis and accuracy.

The **competences** required for this role include:

- Knowledge and experience with implementation of F4E processes for cost/schedule/budget/risks and performance monitoring.

- Ability to create processes and procedures and ensuring that these are implemented correctly.
- Experience with Primavera, IRS and ad-hoc BI reports.
- Experience with change control process/BCRs, IO master schedule/PCRs/IO BCPs, F4E schedules and baselines.

3. 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.

The assignment is temporary in nature and will be for a period of 12 months. Appointment to the role will not affect the staff member's contractual conditions, which will remain unchanged.

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

4. 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.

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.

Applications must be complete and validly submitted by the closing date for submission of applications, no later than 16/04/2026 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.

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](#).

5. 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.



**FUSION
FOR
ENERGY**



Internal Mobility

Annex

JOB DESCRIPTION				
Job Title	Change Control Specialist			
Department	PCSCF	Unit	Project Management Office and Budget	
Job Family	Projects		Main Profile	PPC Change Control Management
Secondary Profile			Tertiary Profile	
Type of Contract	CA/TA	Grade Bracket / FG	AD/FGIV	
Staff Management Responsibility	No	Line Manager	Head of Unit	
Role in Financial Circuits	N/A			
Department Mission	For the Department mission, please refer to the Mission Statements document (26JCNW).			
Unit Mission	For the Unit mission, please refer to the Mission Statements document (26JCNW).			
Main Profile Overall Purpose	The staff member agent with the PPC Change Management profile is responsible for monitoring and implementing changes within integrated change control.			
Secondary Profile Overall Purpose	N/A			
Tertiary Profile Overall Purpose	N/A			
RESPONSIBILITIES				
<u>PPC CHANGE CONTROL MAGANEMENT</u>				
1. Contribute to the definition and maintenance of F4E performance baseline, ensuring any changes assigned are correctly implemented.				

2. Support the Change Control Board (CCB) processing the internal F4E Baseline Change Requests (BCRs).
3. Support the Programme Managers and Project Performance Managers on F4E processes related to change control.
4. Ensure correct implementation of the project management aspects of assigned F4E responses to IO Project Change Requests (PCRs).
5. Contribute to improvements in Project Management processes at F4E.
6. Contribute to the rules used for management of milestones of Schedule Performance Index.
7. Contribute to the creation of documentation related to change control and performance management areas of Programme Planning and Controlling Group defining the management of changes to cost, scope, schedule on projects.

SPECIFIC RESPONSIBILITIES

Health & Safety

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.

COMPETENCIES of the MAIN PROFILE

Technical / Functional Skills

- Cost & project budget management in emerging technologies environment. Produce a budget and control forecasts and actual spend against budget.
- Schedule in emerging technologies environment. Expertise in development, production and maintenance of schedules for activities that takes account of dependencies, resource requirements, risks, risk mitigations and constraints in order to enable the efficient realisation of project objectives.
- Scope management in emerging technologies environment. Expertise in capturing stakeholder needs, assessing, defining and justifying those needs to arrive at a delivery fulfilling stakeholders' requirements.
- Change management in emerging technologies environment. Expertise in establishment of protocols to manage and document all requests that alter the scope, cost, and schedule of a project. This includes the capture, evaluation and approval or rejection of any requests.
- Stakeholder & communication management. Ability to understand, communicate, convince and influence stakeholders.

Methodology, processes and tools

- Analytical skills.
- Ability to create processes and procedures and ensuring that these are implemented correctly.
- Planning tools.
- General technical background needed to understand engineering and scientific issues in

projects.

Project Management

- 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.
- Cost management: 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

Proficient in all competencies defined in Part I – Efficiency – and Part II – Conduct in Service – of the F4E Competency Model (2YELPE).

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.