



## Internal Mobility

### INTERNAL PUBLICATION

|                               |                                |
|-------------------------------|--------------------------------|
| POSITION TITLE                | PROJECT ENGINEER               |
| REFERENCE                     | F4E/INTERNAL/AD5-12/2025/20094 |
| TYPE OF POST                  | ADMINISTRATOR                  |
| FUNCTION GROUP                | AD                             |
| GRADE BRACKET                 | 5 – 12                         |
| LOCATION                      | Barcelona, Spain <sup>1</sup>  |
| CLOSING DATE FOR APPLICATIONS | 23/09/2025                     |

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of candidates for the position of Project Engineer in the Fusion Technologies and Engineering Department (FUTED).

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 Fusion Technologies and Engineering Department, the Project Engineer will be assigned the role of Project Engineer (PE) and will report to the Head of the Project Engineering, CAD & Data Management Unit and will work directly under their supervision.

The Project Engineer (PE) plays a pivotal role in overseeing all phases of a project, from procurement preparation to implementation and qualification, manufacturing, and acceptance activities, including closure. Collaborating closely with the Project Manager (PjM), the Lead Engineer (LE) and the Technical Engineer (TE), the PE ensures that contractual requirements are well implemented and met and that project strategies align with schedules and scopes of work.

<sup>1</sup> 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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The successful candidate will, amongst other tasks:

- **Technical Oversight & Coordination:** Oversee the technical scope within a work package and collaborate with LE and TE to align all project lifecycle phases under F4E's responsibility—covering (but not limited to) design, analysis, qualification, manufacturing, metrology, testing, assembly, commissioning, and resource management under the PjM's guidance.
- **Strategic Planning, Procurement & Contract Management:** Define procurement strategies with the Procurement Officer, prepare technical requirements for Procurement Arrangements (PAs) and contracts, and manage contract tenders including drafting task descriptions, develop budgets, work programmes, strategic schedules for relevant work packages, and follow up on work packages, while liaising within F4E and with external stakeholders.
- **Implementation & Delivery:** Manage the execution and monitoring of work packages to ensure deliverables are met in line with project objectives and timelines.
- **Project Planning & Control:** Together with the Project Performance Management Officer (PPMO) and Quality Assurance (QA) Officer, ensure effective performance analysis, planning, detailed scheduling, quality & safety, cost management and risk management of the project.
- **Change Management:** Proactively manage changes in project scope, related documentation and requests, fostering motivation and trust through effective communication with team members, stakeholders, and providers.
- **Stakeholder Management:** Identify, communicate, engage, resolve conflict and coordinate team members, managers, clients and supplier, to ensure smooth project execution and deliver value to all parties involved.

### How will we evaluate your application?

#### A Eligibility Criteria - you can apply if you are:

Established Temporary Agents working at F4E with a regular (renewable) contract OR established EU Officials working at F4E 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 cover:

- University degree in Engineering: Nuclear, Mechanical, Industrial, Material, or in Physics, or an equivalent technical discipline;
- Proven professional experience of at least 3 years in operational preparation, management and follow up of contract implementation of value larger than 5 million euro;
- Proven professional experience of at least 3 years managing contracts with a minimum number of 5 different



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suppliers.

- Proven professional experience of at least 3 years managing multi-year contracts, with a minimum duration of 4 years.
- Proven professional experience negotiating contract amendments with a minimum value of 250,000€
- Proven experience working under a Project Manager guidance, in collaboration with a team of 5+ members, managing at least 3 work streams simultaneously
- Proven experience working across minimum 4 of the specified project lifecycle phases (design, analysis, qualification, manufacturing, metrology, testing, assembly, commissioning).

### B2 Advantageous Selection Criteria

- Proven experience in contract management for design or manufacturing of ITER, fusion, fission or “Big Science” related components, including integration and interface management of complex systems;
- Proven experience working as a technical specialist, related to the fields as above: ITER, fusion, fission or “Big Science”;
- Proven experience in contract management for the design or manufacturing of nuclear components;
- Proven experience with procurement procedures under the EU General Financial Regulation or F4E’s Financial Regulations for complex technical systems;
- Understanding of quality management systems, safety protocols in technical environments, and experience with international collaboration projects;
- Demonstrated experience in regulated or quality-critical environments (ISO standards, nuclear – ASME or RCC codes, aerospace, or similar);
- PMP, PRINCE2 or equivalent project management certification;
- Experience with international contracts or multi-national procurement.

### B3 Competencies

The following competences will also be assessed:

- Proven ability to coordinate complex tasks and manage multiple tasks to deliver high-quality results under pressure;
- Excellent written communication skills with the ability to synthesize, analyze and present materials effectively and tailored to different audiences;
- Strong interpersonal skills and track record of working effectively and building effective trust-based relations at all levels of the organisation and in a multicultural environment;
- High degree of discretion in dealing with internal and external actors and in handling confidential and sensitive information;
- Strong organisational skills for managing multiple work streams simultaneously.



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### Selection process

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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 Unit and additional member(s) from the service if deemed necessary/useful. 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.

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 so as 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, through the use of 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

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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.

Temporary Agents or EU Officials 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 (a template 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](mailto:hr-selections@f4e.europa.eu).

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





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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.

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**Applications must be complete and validly submitted by the closing date for submission of applications,  
no later than 23/09/2025 at 23.59, Barcelona time.**

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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”.

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?

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‘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](mailto:HR-DataProtection@f4e.europa.eu)