



Internal Mobility

INTERNAL PUBLICATION

POSITION TITLE	Intellectual Property Officer
REFERENCE	F4E/INTERNAL/AD5-12/2025/IP/CONV
TYPE OF POST	ADMINISTRATOR
FUNCTION GROUP	AD
GRADE BRACKET	5 - 12
LOCATION	Barcelona, Spain ¹
CLOSING DATE FOR APPLICATIONS	10/07/2025

Fusion for Energy (F4E) is launching an internal selection procedure for the position of **Intellectual Property Officer** available in the Market Analysis, IP & Technology Transfer Group inside the Project Control, Supply Chain & Finance Department.

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 Market Analysis, IP & Technology Transfer Group, the Intellectual Property Officer will work under the coordination of the Market Analysis, IP & Technology Transfer Group Leader. The selected candidate will be responsible for managing any Intellectual Property (IP) matters related to F4E activities. This includes the definition and implementation of the Intellectual Property strategy for F4E's procurement/contracts as well as the protection of F4E's IP assets. The IP Officer will also be in charge of the planning, management, coordination and carrying out of Technology Transfer activities.

¹ Given the needs of the organisation, the candidate may be offered a position at any of the other F4E working places.

Their role and responsibility include but are not limited to:

- Lead intellectual property and technology transfer strategies for F4E's contractual activities and research programmes.
- Lead, on behalf of F4E, negotiations on Intellectual Property matters with contractors, ITER Organization, ITER Domestic Agencies or any other relevant stakeholders.
- Develop protocols for the management, protection, and licensing of F4E's intellectual property portfolio to safeguard its value in line with the needs and objectives of the organization.
- Administer the identification of innovations, the assessment of the commercial value of inventions, and the negotiation and drafting of licensing agreements.
- Manage technology transfer through a "Technology Transfer Programme" by planning and coordinating activities of technology transfer facilitation with technology brokers.
- Coordinate the Technology Transfer Programme in collaboration with European-funded fusion research laboratories, industrial partners, Technology Transfer Offices (TTOs), or similar.
- Carry out educational activities to provide technical staff and contractors with a basic knowledge on Intellectual Property practices related to F4E's activities.

How will we evaluate your application?

A Eligibility Criteria - you can apply if you are:

- Established Temporary Agents (TA) 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 law or STEM (Science, Technology, Engineering, or Mathematics).
- 5 years of overall experience in intellectual property matters acquired in one of the following settings:
 - Big Science international organization
 - Technology Transfer office (TTO)
 - Patent and Trademark agency or organization
- 5 years of experience in managing a Technology Transfer Programme covering the following areas:
 - Planning, management, and follow-up of technology brokerage activities
 - Coordination in technology transfer activities with European-funded fusion research and development laboratories, industrial partners, Big Science Organizations, TTOs or similar
- Proven experience in licensing Intellectual Property resulting from public procurement and/or publicly funded R&D²
- Proven experience in the management of intellectual property in R&D projects within the context of collaborative international agreements
- Proven experience in the management of intellectual property matters, particularly relating to the management of patents, trade secrets and copyright.

B2 Advantageous Selection Criteria

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

² Research and Development

- Experience in negotiating Intellectual Property aspects within the context of international collaborations for technology development, in contracts, licenses, and collaboration agreements
- Experience in managing Intellectual Property in public procurement contracts within the context of technology development projects
- Experience in drafting contracts, licenses, agreements, and technology description sheets
- Experience in public procurement of external technology brokerage services
- Knowledge of European Union's procurement rules.

B3 Competencies

The following competences will also be assessed:

- Strong negotiation and interpersonal skills
- Good communication and presentation skills
- Organisational and project management skills (i.e. ability to effectively plan, prioritise and achieve results against set deadlines)
- Capability to coordinate the efforts of a multidisciplinary and transversal team.

Selection process

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 Group Leader/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 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 staff member selected through the internal mobility procedure. The replacement solution may come either through a new internal selection procedure, 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

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:

1. A detailed Europass Curriculum Vitae in English (can be obtained at the following address: <http://europass.cedefop.europa.eu/en/documents/curriculum-vitae>)
2. 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. Fusion for Energy (F4E) is currently working to further develop F4E's selection process. The application for this vacancy notice will serve as a pilot for the new recruitment platform which means that you – even if you have previously applied for an F4E vacancy – will be asked to register a new user account and complete information on the platform, in addition to submitting your CV and Motivation Letter. We appreciate any feedback you may have regarding your user experience: hr-selections@f4e.europa.eu.

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 in F4E online application platform.

Applications must be complete and validly submitted by the closing date for submission of applications

No later than 10/07/2025 at 23h59 midnight 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”.

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?

'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. To update your CV and/or Motivation Letter and rectify any incorrect or inaccurate data, please send an email to the specific mailbox hr-internalmobility@f4e.europa.eu 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.

More information on the processing of your personal data at each stage of the selection procedure can be found at the [dedicated privacy notice](#). Should you have any query concerning the processing of your personal data, please submit it to the following address: HR-DataProtection@f4e.europa.eu.