



Internal Mobility

INTERNAL PUBLICATION

POSITION TITLE	QUALITY ASSURANCE OFFICER
REFERENCE	F4E/INTERNAL/AD5-12/2025/QAO/CONV
TYPE OF POST	ADMINISTRATOR
FUNCTION GROUP	AD
GRADE BRACKET	5 - 12
LOCATION	[Barcelona (Spain) or Cadarache (France)] ¹
CLOSING DATE FOR APPLICATIONS	04/09/2025

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of a candidates for the position of Quality Assurance Officer available in the Safety and Quality Unit in the Director's 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 Safety and Quality Unit in the Director's Department, the successful candidate will report to the Safety and Quality Head of Unit and will work under the coordination of the Quality Assurance Group Leader.

The Quality Assurance Officer (QAO) will be responsible for the management of quality assurance and control for their related programme team(s). The selected candidate will be also expected to play an active role in the Quality Assurance contribution to the F4E Vision and Mission:

1. *We commit as top priority to the successful construction and operation of the ITER, Broader Approach, DONES and*

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

other fusion projects.

2. *We develop the fusion talent and knowledge base for the future development of commercially viable fusion power plants in Europe.*
3. *We pave the way for a transition from the research to the industrial sector, and the creation of a competitive European industrial fusion sector.*

The Quality Assurance Officer will be responsible for:

- Playing a key role in the definition, implementation and monitoring of the Quality Assurance (QA) /Quality Control (QC) strategy into the organization. Leading the Quality Assurance Group development projects;
- Providing support to the coordination of the QA team in F4E mainly (but not limited to) on the group contribution to F4E vision and mission.
- Coordinating key initiatives that support the development and growth of the QA team and enhancing work methodologies;
- Coordinating best practice sharing within quality community, including feedback and lessons learned, thereby contributing to the promotion and development of an improved quality culture in F4E generally and in particular within the supported project team;
- Defining and coordinating Quality knowledge management programme to contribute in future phases of fusion technologies development;
- In order enhance projects outcomes, defining, implementing and monitoring tools and techniques to capitalize and exploit the existing knowledge and best practices, allowing a solid foundation for growth and improvement, in QA/QC matters;
- Developing new work methodologies based on experience gained during the implementation of past or ongoing contracts/projects spanning from the design phase through handover and support to IO in subsequent stages (e.g. Installation, commissioning...).

In close cooperation with the Technical Teams and Nuclear Safety Officers, the successful candidate will act as QAO for one of the programme teams and, among other tasks:

- Define and implement the QA and QC strategy in the technical team;
- Implement the quality surveillance plan comprising the planned quality assessment activities;
- Work jointly with the technical teams for the assurance and control of the quality and the compliance of the components to be provided by F4E to the ITER Organisation;
- Ensure the implementation of the F4E Quality Management System, also by developing processes, procedure and templates as needed;
- Perform quality activities such as supplier monitoring and audits, technical quality documentation review, corrective actions follow up, etc.;
- Deal with external QA representatives on quality related topics at the level of the programme/projects (i.e. ITER International Organization and Suppliers) and collaborate with other F4E departments/Units/Groups;
- Participate to the implementation of the Quality Assurance and Control strategy with the Project Team (ensuring proper Suppliers monitoring with Supplier Quality Audit and Supervisions level 0, 1, 2 and 3;
- Monitor status of related project non-conformities and provide feedback to the team on this matter (assessing non-conformance classification, root cause analysis and supporting the definition of remedial and corrective actions);
- Provide support to Project Manager on compliance with Organization procedures and processes.

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 mechanical, electrical, nuclear, civil, chemical engineering or an equivalent;
- Proven experience of at least 4 years acquired after the university degree, in the operational quality controlling activities [for example surveillance/supervision, auditing, managing inspectors...] working for a supplier manufacturing complex components and/or the customer of such a supplier;
- Proven experience of at least 4 years in quality assurance (this experience can be acquired in parallel of other requested experiences);
- Proven experience of at least 3 years coordinating and leading Quality development related projects;
- Proven experience of at least 2 years in another relevant domain such as project management, supplier management, system engineering, system assembly/integration/test (this experience can be acquired in parallel of other requested experiences);
- Quality Management System Lead Auditor Certified.

B2 Advantageous Selection Criteria

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

- Master degree or post-graduation in quality management or equivalent;
- Demonstrated knowledge and experience performing a quality function in Nuclear project;
- Proven knowledge and experience of one/more of the following – mechanical testing, welding, assembly, qualification, surveillance;
- Proven experience in quality inspection techniques, including visual inspection, non-destructive testing (NDT), and metrology-related practices;
- Demonstrated expertise in planning and implementing systems for the collection and dissemination of knowledge within an organisation or similar entity, including the design, deployment, and maintenance of databases, as well as the management of large datasets, such as those used in machine learning.

B3 Competencies

The following competences will also be assessed:

- Good analytical capabilities;
- Strong communication skills;
- Good organisational skills;
- Ability to foster teamwork and collaboration.

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 Quality Assurance Group Leader 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. 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.

**Applications must be complete and validly submitted by the closing date for submission of applications
No later than 22/09/2025 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 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.