



**FUSION  
FOR  
ENERGY**



## Internal Mobility

### INTERNAL PUBLICATION

<b>POSITION TITLE</b>	<b>RISK MANAGER</b>
<b>REFERENCE</b>	<b>F4E/INTERNAL/AD5-12/2025/20019</b>
<b>TYPE OF POST</b>	<b>ADMINISTRATOR</b>
<b>FUNCTION GROUP</b>	<b>AD</b>
<b>GRADE BRACKET</b>	<b>5 - 12</b>
<b>LOCATION</b>	<b>[Barcelona, Spain]<sup>1</sup></b>
<b>CLOSING DATE FOR APPLICATIONS</b>	<b>17/04/2025</b>

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of a candidate for the position of **Risk Manager** available in the Project Management Office & Budget Unit within the Project Control, Supply Chain and 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 Project Management Office & Budget Unit, the successful candidate will report to the Head of Unit. The Risk Manager will be responsible to ensure that risks are managed appropriately at all levels. They will define and provide guidance on the risk methodology to be followed, make an overall analysis of the risk registers and ensure the follow-up of the agreed mitigation plans. The Risk Manager will also liaise with ITER IO on risk management activities and be an assurance provider in the Internal Control System. Their role and responsibility include but are not limited to:

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

1. Promote a strong risk culture and engagement within the organization. Introduce risk as an inherent aspect of F4E's decision making process, and drive increased maturity on risk management activities, through promotion of the Risk Champions Network, communication strategies and regular progress reporting to stakeholders;
2. Define and maintain risk management strategies, methodology and documentation (policy, processes and risk database), based on industry best practice, and aligned with ITER-International Organisation and European Commission, as far as practicable;
3. Conduct and coordinate comprehensive risk assessments across the F4E organization, in accordance with the defined methodology and strategy and supported by the Risk Champions, including qualitative and quantitative assessments on schedule, cost (including contracts), and transversal risk areas at corporate level;
4. Establish and manage risk monitoring processes and procedures to track and report in real-time on key indicators, incidents, and emerging risks. Conduct Monte Carlo simulations to enhance risk management processes and increase reliability on schedule and cost estimates;
5. Analyse risk related data, identify trends and present comprehensive enterprise and portfolio risk reporting internal and external stakeholders (Project Steering Meeting, Leadership Team, governance and audit bodies);
6. Develop and deliver risk management trainings, ensuring the implementation of F4E's internal control system, and liaise with the ITER International Organisation, EU agencies and project organizations on project risks and risk management best practices.

## 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 science, engineering, finance, economics, business, statistics, or equivalent providing a solid knowledge in risk management;
- At least 9 years of proven experience in project management related activities;
- At least 5 years of proven professional experience in risk management;
- At least 3 years of proven experience in a coordination role in a relevant area of responsibility, including direct interaction with leadership, governance and external stakeholders;
- Proven experience in project methodology (PMI-PMBOK), PMI-RMP or equivalent, or delivery of complex technical projects.

#### B2 Advantageous Selection Criteria

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

- PMI-PMP or PMI-RMP certification or equivalent;
- Proven experience in data analysis, Montecarlo simulations or visualization tools;

### **B3 Competencies**

The following competences will also be assessed:

- Strategic & change management mindset;
- Teamwork, positive attitude and pragmatic approach to problem solving;
- Pro-activity, adaptability and client/service-oriented attitude;
- Strong analytical and organizational skills.

### **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 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**

---

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](mailto: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 17/04/2025 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 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) .