



INTERNAL PUBLICATION

POSITION TITLE	Project Manager
REFERENCE	F4E/INTERNAL/AD5-12/2025/20126
TYPE OF POST	ADMINISTRATOR
FUNCTION GROUP	AD
GRADE BRACKET	5 – 12
LOCATION	Cadarache, France¹
CLOSING DATE FOR APPLICATIONS	17/04/2025

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of a candidate for the positions of **Project Manager** available in the Buildings and Site Equipment (BSE) Unit.

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 Buildings and Site Equipment (BSE) Unit and within an integrated team constituted of F4E and ITER Organization staff, the Project Manager will report to the Head of Unit of the BSE Unit. They will be responsible for the implementation, contract management, follow-up, and supervision as Project Manager of the design and qualification Contracts and/or Procurement and Construction Contracts of the ITER buildings in accordance with the applicable requirements set-up by the ITER Organization and the construction and coordination rules implemented by Fusion for Energy jointly with its Architect Engineer and Health and Safety Protection Coordinator.

The successful candidate will be responsible, in particular, for delivering a part of the Building services scope (electrical,

¹ 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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HVAC, piping and mechanical equipment) of the ITER project.

They will, among other tasks:

- Be responsible to ensure that the design and specifications of their scope of work is fit for purpose, rationalized and optimized;
- Be responsible for the preparation of the technical specifications for the procurement of services and components for the ITER project in their area of responsibility;
- Be responsible for the technical evaluations of tenders and lead negotiations with potential suppliers in view of concluding contracts and Task Orders to implement Engineering-Procurement-Construction activities;
- Manage and supervise the progress and performance of projects/contracts under their responsibilities in terms of cost, schedule and budget, by tracking activities against the baseline, providing regular and accurate reports, analysing and evaluating results. Do this in collaboration with F4E Contract, Legal and Project Management officers, as well as the F4E Support Contracts (Architect Engineer, Support to the Owner);
- Implement the quality assurance and control requirements that have to be met in accordance with the arrangements established with the ITER Organization;
- Anticipate design, qualification, construction, coordination, logistics and control issues and proactively manage them, in particular by making the daily liaison between the design teams and the procurement / construction teams;
- Seek for optimizations and cost containment, defining technical alternative and preparing the files to ensure agreement by the ITER Organization of the proposed deviations through Project Change Requests, ensuring strict control of configuration;
- Work with the procurement officers and the legal officers for anticipating, preparing and gathering data in order to draft technical elements to manage contractor's claims cost assessments in the best interest of F4E;
- Coordinate the development of budget, work programs and schedules in collaboration with the project management officers of Fusion for Energy for the ITER buildings in their area of responsibilities;
- Ensure proper implementation, within the frame of the integrated F4E/IO Programme and with support of the F4E Architect Engineer and the Health and Safety Protection Coordinator, of the works supervision rules, ensuring the definition of the appropriate level of control depending on the nuclear and quality class of the works.

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 Electrical, Mechanical Engineering, General Engineering, Construction Management or equivalent;
- At least 5 years of proven experience as Project Manager in industrial or nuclear engineering project and / or building services construction projects in the field of Electrical, HVAC, Piping, Mechanical equipment;
- At least 5 years of proven experience in cost and/or budget and schedule management and monitoring of construction or manufacturing on Electrical, HVAC, Piping, Mechanical projects;
- At least 3 years of professional experience in the implementation of large contracts (> 10 M€) related to design and construction related projects;
- Proven experience in a Quality Assurance environment and Quality Assurance requirements for the industrial or nuclear sector;
- Proven experience of excellent written and spoken communications in English, the working language of F4E.

B2 Advantageous Selection Criteria

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

- Proven experience in the preparation of technical specifications, supplier offer evaluation and supervision of large construction contracts in the field of nuclear construction;
- Proven experience in qualification of Electrical, HVAC, Piping, and Mechanical components;
- Proven experience in managing contract using international form as FIDIC (International Federation of Consulting Engineers) rules or similar contract conditions including claims negotiation and management;
- Proven experience in applying formal codes and standards to engineering projects;
- Proven experience or knowledge of the French rules and regulations regarding nuclear facilities and associated quality assurance standards (7 February 2012 decree, ICPE Rules, INB Rules);
- PMP certification or equivalent.

B3 Competencies

The following competences will also be assessed:

- Good analytical capabilities;
- Strong communication skills;
- Good organisational skills;
- Ability to work under pressure.



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:

- 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. 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](#).



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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.

Applications must be complete and validly submitted by the closing date for submission of applications, no later than 17/04/2025 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.

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 .