



INTERNAL PUBLICATION

POSITION TITLE	Project Manager
REFERENCE	F4E/INTERNAL/AD5-12/2026/20024
TYPE OF POST	ADMINISTRATOR
FUNCTION GROUP	AD
GRADE BRACKET	5 – 12
LOCATION	Barcelona, Spain¹
CLOSING DATE FOR APPLICATIONS	10/03/2026

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of a candidate for the position of **Project Manager** available in the Nuclear Systems 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 Nuclear Systems Unit, you will report hierarchically to the Nuclear Systems Head of Unit and operationally to the In vessel Assembly and Tooling Programme Manager. You will lead projects and the associated project teams to ensure the delivery of the assigned scope within the schedule, cost, safety and quality objectives of the project.

The successful candidate will be accountable for the delivery of Divertor Assembly Tools (DAT), which will provide the main function to handle and transport the 54 Divertor Cassettes Assemblies (CA) from the Port Cell to their final location inside the ITER Vacuum Vessel (VV) through the lower Port extensions. Including the transportation stillage required to

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



cope with the whole installation operations from the Assembly Hall to the final location inside the VV.

This project runs into an integrated project team with IO colleagues within a specific organigram been developed for that.

The Project Manager will:

- Lead the project team fostering engagement and ensuring effective resources management, in cooperation with the Programme Manager and the Matrix Teams Managers.
- Develop strong working relationships with all relevant partners and stakeholders, promoting, in particular, integrated teamwork with the ITER Organization.
- Define the Project Execution Plan detailing the project objectives and how they will be accomplished, with attention to cost, schedule, quality and performance.
- Deliver the scope of the project, implementing the project execution plan and related procurement strategy assuring good contract management coordinating the project team and reporting to Programme Manager.
- Proactively monitor the project's progress and estimate at completion (EAC), anticipating risks and issues and implementing appropriate corrective action & recovery plans.
- Assume the responsibilities of Authorising Officer according to the financial delegations, if applicable, controlling the configuration and ensuring that any scope or contractual change is properly covered financially.
- Foster the application of best project management practices; develop knowledge sharing and continuous improvement within the project team and with all stakeholders.

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 5 years managing projects in the mechanical engineering design or manufacturing activities.
- Proven professional experience of at least 3 years in the preparation, placement and follow up of contracts for Components / systems with a complex supply chain; in the frame of design and/or manufacturing and testing



fusion, fission or “Big Science” related projects.

- Proven professional experience of at least 3 years managing projects in international settings, effectively collaborating with stakeholders from diverse cultural and organizational backgrounds to ensure alignment and project success.

B2 Advantageous Selection Criteria

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

- Proven experience in managing projects for FOAK components/systems.
- Proven experience in the preparation of technical specifications, supplier offer evaluation and supervision of large manufacturing contracts for complex mechanical assemblies.
- Proven experience managing projects with high technical component in mechanical engineering, assembly feasibility, structural analysis.
- Proven knowledge in I&C systems, specifically on high precision control systems, H&S control systems for industrial machinery.
- Demonstrated success in promoting diversity during project delivery.
- PM 2, PMP, PRINCE2 certification or equivalent.

B3 Competencies

The following competences will also be assessed:

- Strong organisational skills and 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, analyse 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 organization and in a multicultural environment.
- High degree of discretion in dealing with internal and external actors and in handling confidential and sensitive information.

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.



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Internal Mobility

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 the In vessel Assembly and Tooling Programme Manager. 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. We appreciate any feedback you may have regarding your user experience: talent@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 10/03/2026 at 23h59, (11:59 pm) Barcelona time.



Internal Mobility

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.