



Internal Mobility

INTERNAL PUBLICATION

POSITION TITLE	Construction Contract Specialist
REFERENCE	F4E/INTERNAL/CA/FGIV/2025/30051
TYPE OF POST	SPECIALIST
FUNCTION GROUP	IV
GRADE BRACKET	13 to 19
LOCATION	Cadarache, France ¹
CLOSING DATE FOR APPLICATIONS	12/12/2025 - 24:00 midnight

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of a candidate for the position of Construction Contract Specialist available in the Legal Unit in 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 Legal Unit, the Construction Contract Specialist will report to the Head of Unit and will work directly under his supervision. The selected candidate will support the creation and dissemination of expertise in construction law and claims management, contribute to the development and maintenance of F4E's FIDIC-based works model contract, and assist with contract preparation, negotiation, and procurement for ITER building construction.

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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The successful candidates will, amongst other tasks:

- Provide assistance for the creation of the centre of excellence dedicated to construction law and claims management practices within the Legal Unit, ensuring the ongoing maintenance and dissemination of this expertise throughout the wider organisation.
- Support the preparation, drafting, negotiation, and procurement of entered into by Fusion for Energy in relation to the ITER buildings construction, including related insurance, and external legal support, and transportation.
- Contribute to the development and maintenance of the F4E Fédération Internationale des Ingénieurs-Conseils (FIDIC)-based works model contract.
- Participate in procedures for the assessment of the contractor's claims under F4E FIDIC-based works contracts.
- Assist in the revision of determinations made by FIDIC Engineer and in the evaluation of Employer's claims under F4E FIDIC-based works contracts.
- Participate in the drafting and revision of F4E's submissions for adjudication proceedings under F4E FIDIC-based works contracts.
- Contribute to the establishment and ongoing maintenance of the ITER Panel of Adjudicators, serving as a forum for dispute-resolution.

How will we evaluate your application?

A Eligibility Criteria - you can apply if you are:

Established Contract Agents working at F4E with a regular (renewable) contract 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 covers:

- University degree in law, or a university degree in another domain such as engineering or construction.
- At least three years of working experience in legal support duties related to construction site activities, as described in the above 'Your key areas of impact'.
- Proven working experience in major projects involving providing support in the preparation of tender documents, drafting and/or negotiation of contracts, and/or dispute resolution (e.g. adjudication or arbitration).
- Demonstrated working experience in applying construction contract law and standard forms of construction contract (such as FIDIC Red Book (1999, 1st edition) and FIDIC Yellow Book (1999, 1st edition)).



B2 Advantageous Selection Criteria

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

- Proven experience providing legal advice on EU Public Procurement Law or within the F4E and ITER Legal Framework.
- Demonstrated experience administering contracts in large-scale projects at a construction worksite.
- Complete professional command of both written and spoken French.

B3 Competencies

The following competences will also be assessed:

- Capability to communicate legal advice to technical colleagues in an understandable manner.
- Ability to perform duties with speed and accuracy, within established deadlines.
- Demonstrated proficiency in accurately analysing substantial volumes of information.
- Excellent communication, negotiation, and drafting abilities with a client-focused, results-driven approach.
- Strong organisational skills with the capacity to work independently or collaboratively, and to be proactive, even 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 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.



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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.

Contract Agents interested in this post are invited to submit their application in English by sending the two following documents:

1. A detailed Europass Curriculum Vitae (available [here](#))
2. A Motivation Letter of 2 pages maximum

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 12/12/2025 at 24h00 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 "[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 their application, the candidate will receive an acknowledgement of receipt notification.

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](#).



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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 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.