



Vacancy Notice

INTELLECTUAL PROPERTY OFFICER

Fusion for Energy (F4E) is hiring an **Intellectual Property Officer**, who will play a key role in supporting fusion, the power of the Sun, into a future sustainable energy source.

Reference	Grade	Location	Closing date
F4E/TA/AD6/2025/0286	Temporary Agent AD6	Barcelona, Spain ⁱ	18/08/2025 - 11:59 (CET)

Is this job for you?

If you are a passionate professional and want to make a difference to the future of sustainable energy and would like to work on a multi-billion euro first-of-a-kind development project, we have the perfect opportunity for you! Apply to become an Intellectual Property Officer within our Projects Control, Supply Chain and Finance Department of 'Fusion for Energy'.

As a member of the Market Analysis, Intellectual Property & Technology Transfer Group, and within an integrated team constituted of F4E and ITER Organization staff, the Intellectual Property Officer will be playing an active role in managing any Intellectual Property (IP) matters related to Fusion for Energy (F4E) activities.

The ideal candidate will possess extensive experience in IP matters acquired in Big Science international organisations, managing a Technology Transfer Programme, IP licensing, knowledge of European Union's procurement rules, a strong negotiation and communication skills, as well as organisational and project management skills.

Fusion for Energy (F4E) is managing Europe's contribution to ITER, the biggest fusion experiment, and is contributing to several other major projects in the same domain. The fusion landscape is changing fast and F4E as a key European player has just entered in a new organisation.

Why F4E?

Fusion for Energy (F4E) is the European Union's organisation for ITER and the Development of Fusion Energy. We are working with industry and laboratories to deliver cutting-edge components to the ITER international fusion energy project. In parallel, we are working on other major projects in the same domain, including the JT-60SA experiment with Japan, a new material testing facility (DONES), and, in the long-term, preparing for the next generation of fusion devices.

F4E is headquartered in Barcelona with offices in Cadarache (France) and Garching (Germany). To deliver the European contribution to ITER, face the fusion challenges, and manage more than 400 professionals, F4E is moving towards a more diverse, flexible, and result-oriented organisation. Its renewed vision is focussed on (1) successful delivery of projects, (2) developing fusion talent and knowledge base for the development of commercially viable fusion power plants in Europe and (3) paving the way for a transition from research to a competitive European industrial fusion sector.

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

The Projects Control, Supply Chain and Finance provides governance and oversight of programmes as well as matrixed support encompassing procurement, supply chain management, finance, and legal services. The Department is composed of around 96 staff.

As a member of the Market Analysis, IP & Technology Transfer Group, the Intellectual Property Officer will work under the coordination of the Market Analysis, IP & Technology Transfer Group Leader. The selected candidate will be responsible for managing any Intellectual Property (IP) matters related to F4E activities. This includes the definition and implementation of the Intellectual Property strategy for F4E's procurement/contracts as well as the protection of F4E's IP assets. The IP Officer will plan, manage, coordinate, and execute Technology Transfer activities.

Their role and responsibility include but are not limited to:

- Lead intellectual property and technology transfer strategies for F4E's contractual activities and research programmes.
- Lead, on behalf of F4E, negotiations on Intellectual Property matters with contractors, ITER Organization, ITER Domestic Agencies or any other relevant stakeholders.
- Develop protocols for the management, protection, and licensing of F4E's intellectual property portfolio to safeguard its value in line with the needs and objectives of the organization.
- Administer the identification of innovations, the assessment of the commercial value of inventions, and the negotiation and drafting of licensing agreements.
- Manage technology transfer through a "Technology Transfer Programme" by planning and coordinating activities of technology transfer facilitation with technology brokers.
- Coordinate the Technology Transfer Programme in collaboration with European-funded fusion research laboratories, industrial partners, Technology Transfer Offices (TTOs), or similar.

- Carry out educational activities to provide technical staff and contractors with a basic knowledge on Intellectual Property practices related to F4E's activities.

What can we offer you?

Life in Barcelona

Barcelona offers professionals and families a high quality of life. It has a year-round average temperature of 18°C and complements its cosmopolitan lifestyle and vibrant cultural life with the nature of the Mediterranean coastline and the Pyrenees.

The city is strategically located between the sea and the mountains, and it is served by an international airport. Barcelona is a cosmopolitan city with Roman remains, medieval quarters and the most beautiful examples of 20th century modernism and avant-garde architecture.

Salary and benefits

As an indication, the basic monthly salary for grade AD6 (step 1) is currently € 6.758,53. In addition to the basic salary, staff members may be entitled to various allowances, in particular a household allowance, expatriation allowance (16% of basic salary and household allowance), dependent child allowance and education allowance. The salaries of temporary agents are subject to a community tax deducted at source and are exempt from national taxation.

Where you would need to relocate, you would normally benefit from relocation and removal reimbursements. F4E has agreements with a wide range of international schools to support access to schooling for the dependent children of its staff.

Work-life balance

F4E enables staff members to reconcile family and professional life by offering flexible work arrangements and teleworking.

F4E staff members enjoy a basic entitlement of 24 days of annual leave as well as +/- 18 statutory public holidays per annum. Additional leave days may be granted for age and distance from the place of origin.

How will we evaluate your application?

A Eligibility Criteria - you can apply if:

A1. You fulfil five general requirements

1. Being a citizen of one of the Member States of the European Union or of a third state fully associated with the Euratom fusion programme.
2. Enjoying your full rights as a citizenⁱⁱ.
3. Have fulfilled the obligations imposed on you by the laws of your home country concerning military service.

4. Producing the appropriate character references as to your suitability for the performance of your duties.
5. Being physically fit to perform your dutiesⁱⁱⁱ.

A2. Your Education & Experience are in line with our requirements^{iv}

On the closing date for registration, the candidate must have:

At least a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more and, after having obtained the university degree, at least 9 years of proven professional experience;

OR

At least a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is three years and, after having obtained the university degree, at least 10 years of proven professional experience;

A3. Your Language Skills are developed

You must produce evidence of excellent written and spoken communications in English and of a satisfactory knowledge of another official language of the European Union.

B Your Qualifications and Experience

B1. It is essential that your professional history cover:

- University degree in law or STEM (Science, Technology, Engineering, or Mathematics).
- 5 years of overall experience in intellectual property matters acquired in one of the following settings:
 - Big Science international organization
 - Technology Transfer office (TTO)
 - Patent and Trademark agency or organization
- 5 years of experience in managing a Technology Transfer Programme covering the following areas:
 - Planning, management, and follow-up of technology brokerage activities
 - Coordination in technology transfer activities with European-funded fusion research and development laboratories, industrial partners, Big Science Organizations, TTOs or similar
- Proven experience in licensing Intellectual Property resulting from public procurement and/or publicly funded R&D¹
- Proven experience in the management of intellectual property in R&D projects within the context of collaborative international agreements
- Proven experience in the management of intellectual property matters, particularly relating to the management of patents, trade secrets and copyright.

B2. Advantageous Selection Criteria

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

- Experience in negotiating Intellectual Property aspects within the context of international collaborations for technology development, in contracts, licenses, and collaboration agreements

¹ Research and Development

- Experience in managing Intellectual Property in public procurement contracts within the context of technology development projects
- Experience in drafting contracts, licenses, agreements, and technology description sheets
- Experience in public procurement of external technology brokerage services
- Knowledge of European Union's procurement rules.

B3. Competencies

The following competences will also be assessed:

- Strong negotiation and interpersonal skills
- Good communication and presentation skills
- Organisational and project management skills (i.e. ability to effectively plan, prioritise and achieve results against set deadlines)
- Capability to coordinate the efforts of a multidisciplinary and transversal team.

Submission of applications

The online application process starts upon clicking "**CLICK TO APPLY**" next to a vacancy of your interest on the Open Positions page: <https://fusionforenergy.europa.eu/vacancies/>

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.

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 tool.

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** (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.

**Applications must be complete and validly submitted by the closing date for submission of applications
No later than 18/08/2025 at 11h59 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”.

Conditions of employment

Successful candidates will be placed on a Reserve List, and one of the candidates thereon may be offered this position.

For more information on the selection process of Temporary Agents and on the contractual and working conditions, please, refer to the “[Guide for applicants](#)” published on the F4E website along with this Vacancy Notice and the [Conditions of employment of Other Servants of the European Communities](#).

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.

Vacancy published on F4E website on 18/07/2025.

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

ii Prior to any appointment, the successful candidate will be asked to provide a certificate issued by the competent authority attesting the absence of any criminal record.

iii Before their appointment, the candidate shall be medically examined in line with requirement of Article 12(2) (d) of the Conditions of employment of other servants of the European Communities.

iv Only study titles that have been awarded by the Members of the Joint Undertaking or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration.