



Vacancy Notice

Project Manager (2 posts)

Fusion for Energy (F4E) is hiring **two Project Managers**, 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/AD6/2025/0294	Temporary Agent AD6	Garching, Germany Naka, Japan	02/12/2025 - 11:59 (CET)

Is this job for you?

If you 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 a Project Manager within our Projects Department of 'Fusion for Energy'.

Both Project Managers, assigned to Garching (Germany) and Naka (Japan), will oversee the implementation, contract management, follow-up, and supervision of the R&D and/or Procurement Contracts for Japan Torus-60 Super-Advanced (JT-60SA) enhancements and on-site maintenance contracts, in accordance with the applicable requirements set forth in the Broader Approach Agreement between Europe and Japan.

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

Projects Department (PROJECTS) is responsible for the delivery of the European contributions to ITER, the Broader Approach projects, the IFMIF-DONES project, the breeding blankets programme, and a programme of activities in preparation for DEMO (hereinafter referred to collectively as “programmes”). The Department is composed of around 140 staff.

As a member of the Broader Approach & Roadmap Projects Unit and within an integrated team constituted of F4E and Quantum Science and Technology (QST) staff, the Project Managers (2 positions) will work under the supervision of the JT-60SA Group Leader. They will ensure project success within the assigned scope, schedule and cost, while adhering to the quality and safety objectives of the project.

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Depending on the assignment location, the successful candidate(-s) will be mainly responsible for:

- **Garching (Germany):** Providing PM support to the delivery of the JT-60SA enhancements, including heating systems, in-vessel components, diagnostics.
- **Naka (Japan):** Managing on-site maintenance contracts, liaising with local suppliers and the National Institute for Quantum Science and Technology (QST) personnel to facilitate the execution of work.

They will, among other tasks:

- Build strong relationships with stakeholders, including international, governmental and industrial partners.
- Define and implement the Project Execution Plan with a focus on cost, schedule, quality and performance.
- Deliver the scope of the project and related procurement strategy assuring good contracts management coordinating the project team, and reporting to Programme Manager.
- Monitor the project's progress and estimate at completion, anticipating risks and implementing corrective action as well as recovery plans.
- Assume the responsibilities of Authorising Officer according to the financial delegations, ensuring good financial management of the contracts.
- Promote best project management practices, develop knowledge sharing and continuous improvement within the project team and with all stakeholders.

What can we offer you?

Life in Garching

Garching is the home of several research institutes and scientific experiment facilities and is directly connected to Munich by metro (15 km). Munich is one of Germany's strongest economic centres, strategically located in the centre of Europe, near the Alps with plenty of green spaces. Served by an international airport, with a European School (including kindergarten, primary and secondary school), very diverse offerings of leisure activities, a major European centre of arts, architecture, culture and science, makes Munich a great place to live. Located in the Bavaria region famous for its idyllic lakes, picturesque old towns, extensive vineyards, medieval towns, mythical palaces, castles and caves. It is a holiday region with Germany's highest mountains and largest forested area in Europe.

Life in Naka

Naka presents a blend of unique benefits and distinct challenges, primarily revolving around cultural immersion and the necessity of a car. The cost of living and particularly housing in Naka is significantly lower than in major Japanese cities (like Tokyo) or many large European cities, allowing for more spacious accommodation.

Naka is close to nature, including forests, mountains, and potentially beaches, offering excellent opportunities for outdoor activities like hiking and a quiet, calm environment. Living in Naka offers a deep dive into traditional Japanese culture and community life, far from the international bubble of big cities. Locals are often curious and helpful, though initial interactions may be reserved.

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 citizenⁱ.
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 dutiesⁱⁱ.

A2. Your Education & Experience are in line with our requirementsⁱⁱⁱ

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

A level of education which corresponds to completed university studies of at least three years attested by a diploma and, after having obtained the university degree, at least 3 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 Electrical, Mechanical Engineering or equivalent.
- At least 3 years of proven experience as Project Manager in industrial (e.g. mechanical, electrical) or nuclear engineering projects.
- At least 3 years of proven experience in cost and/or budget and schedule management and monitoring of industrial (e.g. mechanical, electrical) or nuclear engineering projects.
- At least 3 years of professional experience in the implementation of large contracts (> 1 M€ or involving innovative new technologies).
- Proven experience in a Quality Assurance environment and Quality Assurance requirements for the industrial or nuclear sector.

B2. Advantageous Selection Criteria

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

- Experience in preparing technical specifications, evaluating supplier offers and supervising large construction and maintenance contracts in the fusion technology field (e.g. heating systems, in-vessel components, diagnostics, installation, mechanical rework, power supplies, cryogenic systems, vacuum systems).
- Experience in the qualification of Electrical and Mechanical components.
- Experience in the qualification of UHV and cryogenic components.
- Experience in applying formal codes and standards to engineering projects.
- Project Management Professional (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.

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: talent@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 02/12/2025 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 organizing the selection process, will ensure that your 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 02/12/2025.

i 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.

ii 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.

iii 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.