

Internal Mobility

INTERNAL PUBLICATION

POSITION TITLE	**ENGINEER**
REFERENCE	**F4E/INTERNAL/AD5-12/2026/10007**
TYPE OF POST	**ADMINISTRATOR**
FUNCTION GROUP	**AD**
GRADE BRACKET	**5 – 12**
LOCATION	**Barcelona, Spain**[1]
CLOSING DATE FOR APPLICATIONS	**30/11/2026**

Fusion for Energy (F4E) is launching an internal selection procedure for the selection of candidates for the position of Engineer in the Fusion Technologies and Engineering Department (FUTED).

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 Fusion Technologies and Engineering Department, the successful candidate will report hierarchically to the Electrical Engineering – I&C Unit Head (or to another Unit Head if better fitting with the skills of the selected candidate). The successful candidate will contribute to the successful delivery of projects through the execution, coordination, and oversight of technical activities across all project phases, from procurement preparation to implementation and qualification/acceptance, assembly, commissioning and operation. The successful candidate will play a key role in defining and applying technical standards, ensuring design quality, managing risks, supporting procurement, contract implementation and follow-up, and facilitating collaboration across stakeholders and project teams. When

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





supporting projects the successful candidate will be assigned to the role either of Lead Engineer (LE) or Technical Engineer (TE) depending on the project needs working in close collaboration with the Project Engineer (PE) and/or Project Manager (PjM).

When acting as **Lead Engineer (LE)** key areas of responsibilities will include, but are not limited to:

- Requirements & Design Management: Define, track, and validate technical requirements; lead design reviews and propose/evaluate solutions;
- Procurement Support: Define technical scope and requirements for procurement; support the definition of the procurement strategy and assist the PE and PjM to optimise costs/schedules;
- Technical Guidance: Advise on all phases of the engineering lifecycle (design, manufacturing, qualification, etc.);
- Work Package Management: Support the PE with technical execution and product breakdown;
- Contract Follow-up: Support contract execution by reviewing deliverables, managing risks, and ensuring compliance with requirements;
- Knowledge Management: Promote best practices, standards, and cross-functional solutions in relevant technical areas.

When acting as **Technical Engineer (TE)** key areas of responsibilities will include, but not limited to:

- Task Execution: Perform and/or oversee technical tasks within area of expertise;
- Technical Advisory: Support LE by advising on requirements, design choices, and standards; contribute to reviews and knowledge-sharing;
- Contract Monitoring: Assist in reviewing deliverables, managing risks, and supporting documentation for design and manufacturing;
- Design Support: Help resolve technical issues and track solution effectiveness;
- Tendering: Draft technical content for tenders and support the PE with technical aspects of outsourced contracts;
- External Supervision: Oversee external experts and contractors in specialised areas.

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 covers:

- University degree in Engineering (Electrical, Electronics, Telecommunication, Control Engineering, or an equivalent technical discipline);
- Professional experience of at least 5 years in total, acquired after a university degree, at least in one of the





following areas:

- Development of high-power (>100kW) radio frequency systems with responsibility on the control and communication interfaces;
- Development of high-power power supplies (>1MW) for scientific applications;
- Development of fusion scientific plant systems with responsibility on the control and communication interfaces (additional heating, diagnostics, fuel cycle,..);

- At least 5 years of professional experience in:
  - Preparation of calls for tenders for Technical Services, Design or Manufacturing Contracts, including drafting Technical Specifications/Task Descriptions and participating in offer evaluations;
  - Operational management of Technical Contract implementation, including requirements follow-up and verification, review of contract deliverables, monitoring of technical risks and mitigation actions, and preparation or review of technical reports and contract documentation.

B2. Advantageous Selection Criteria

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

- Proven experience of at least one year in design or manufacturing follow-up of ITER or "Big Science" related components, including integration and interface management of complex systems;
- Proven experience of at least one year in design or manufacturing of nuclear components;
- Demonstrated work experience in an international/multicultural workplace.

B3 Competencies

The following competences will also be assessed:

- 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 to different audiences;
- Strong interpersonal skills, with a proven track record of building effective trust-based relationships at all levels of the organisation and in multicultural environments;
- Strong organisational skills for managing multiple work streams simultaneously.

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. 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 30/11/2026 at 23.59, 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