



Internal Mobility

INTERNAL PUBLICATION

POSITION TITLE	HEAD OF UNIT ENGINEERING ANALYSIS, PLASMA ENGINEERING & SYSTEM QUALIFICATION
REFERENCE	F4E/INTERNAL/AD9-14/2026/10005
TYPE OF POST	Head of Unit
FUNCTION GROUP	AD
GRADE BRACKET	9 – 14
LOCATION	Barcelona (Spain)
CLOSING DATE FOR APPLICATIONS	17/02/2026

Fusion for Energy (F4E) is launching an internal selection procedure for the position of Head of Unit Engineering Analysis, Plasma Engineering & System Qualification in the Fusion Technologies & 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 & Engineering Department Management Team, the successful candidate will report to the Head of Department. The Head of Unit Engineering Analysis, Plasma Engineering & System Qualification is responsible for leading the Unit in delivering high-quality engineering analysis that supports design decisions, technical risk reduction, qualification, and performance verification across programmes and projects. The role ensures that analytical methods, tools, and resources are deployed effectively, and that the Unit contributes robust, timely, and traceable technical assessments aligned with organisational priorities.

Key Responsibilities:

- In close collaboration with the other members of FUTED's Leadership Team, define the Department's strategy and governance.
- Define the Unit's engineering analysis strategy, priorities, methods, tools, and resource plans to support programme and project objectives in line with the Department's strategic direction.
- In collaboration with Programme and Project Managers, align engineering analysis activities with project needs, design maturity, qualification objectives, and technical risk mitigation priorities.
- Lead the Unit's delivery in a matrix environment by setting measurable objectives, monitoring performance, and ensuring that analytical outputs are prioritised, quality assured, and delivered within agreed scope, schedule, and resource constraints.
- Establish and maintain appropriate analytical governance, including model verification and validation, technical review processes, configuration control, and traceability of assumptions, inputs, and results.
- Lead and coordinate multidisciplinary engineering analysis activities, including structural, thermal, electromagnetic, fatigue, fracture, and system performance assessments, and provide technical direction for the development, validation, and application of analytical models and simulation methodologies.
- Manage, coach, and develop Unit staff by setting clear expectations, supporting performance and career development, fostering engagement and inclusion, and building a collaborative, accountable, and high-performing team culture.
- Develop the Unit's analytical capability by fostering technical excellence, mentoring staff, promoting continuous learning, and improving analysis methods, software tools, standards, and engineering processes.
- Set up and manage specialised engineering service contracts and external expertise needed to complement internal analysis capabilities and support programmes and projects.
- Represent the Unit in technical governance forums and ensure effective interfaces with design, manufacturing, qualification, safety, and systems engineering stakeholders inside and outside the organisation.
- Provide clear reporting, analysis-based recommendations, and technical advice to project leadership, the Head of Department, and senior management on matters within the Unit's remit.

How will we evaluate your application?

A Eligibility Criteria - you can apply if you are:

- An established Temporary Agent working at F4E with a regular (renewable) contract or an established EU Official working in "Fusion for Energy" and you are in grades AD9-14 at the closing date for submission of applications.
- An established Temporary Agent working at F4E with a regular (renewable) contract or an established EU Official working in "Fusion for Energy" in the grade AD8 at the closing date for the receipt of applications and you have a seniority of at least two years in your grade.

B Your Qualifications and Experience

B1. It is essential that your professional history covers:

B1.1 Technical selection criteria

- University degree in mechanical engineering or equivalent technical discipline (e.g. industrial, general, electrical, electronic engineering, etc.).
- At least 12 years of Engineering activities contributing to finding solutions for technical projects including:
 - At least 5 years' experience as engineer in the fields of engineering analysis.

- At least 5 years' experience of managing the review of technical specifications, reports, simulation and modelling results, and other documents in the areas of engineering analysis, load specification/verification or structural assessments.
- At least 2 years' experience in the management or coordination of teams in projects.
- At least 2 years' experience in the technical lead of engineering analysis activities in large, multidisciplinary projects or programmes.
- Demonstrated professional experience of at least 3 years in planning, managing, or supervising external engineering support services, technical service contracts, or suppliers delivering engineering work for technical or industrial projects.

B1.2. Management Skills¹

We take your management and behavioural abilities very seriously: as part of the selection process, shortlisted candidates will attend a management assessment centre. Amongst others the managerial competences assessed will be:

- Ability to communicate clearly, demonstrate a collaborative style and fostering well-being of staff.
- Ability to build productive and cooperative working relationships with hierarchy, partners, and stakeholders.
- Create and share vision; motivate, coach, and develop others while fostering collaboration, trust, support, understanding, sharing and responsibility.
- Delegate, establish objectives and monitor follow-up of activities.

B2. Advantageous Selection Criteria

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

- Demonstrated professional experience of at least 2 years in applying industrial standards relevant to engineering, manufacturing, quality, safety, or technical design activities.
- Demonstrated professional experience of at least 2 years in applying nuclear regulatory requirements, nuclear safety rules, or licensing constraints within engineering or technical project activities.
- Demonstrated professional experience of at least 2 years in managing procurement processes and participating in the preparation, evaluation and, negotiation of contracts for engineering or technology-related activities.
- Post graduate certifications in engineering, science, or project management.
- Track record in visibly championing/sponsoring or leading Diversity, Equity, and Inclusion initiatives in the last 5 years.

Selection process

The stages in the selection are as follows:

- a) Assessment of applications by a pre-selection panel;
- b) Assessment centre²;
- c) Interviews conducted by the Director and the members of the panel.

The Director shall set up a pre-selection panel composed of at least three members of a grade and management function

¹ As per Annex of the Decision of the Administration and Management Committee of the European Joint Undertaking for Iter and the development of Fusion for Energy of 13 June 2019 on middle management staff.

equal or superior to that of the function to be filled, including one member from the Administration and one member designated by the Staff Committee.

The pre-selection panel shall consider the applications received taking into account this vacancy notice. Where appropriate, it can also decide to conduct interviews. The pre-selection panel will draw up a shortlist of the applicants who most correspond to the profile sought.

All the shortlisted applicants shall take part in an assessment centre². The Director may decide to invite also other eligible applicants. The assessment centre shall evaluate the applicants' potential and shall provide an in-depth analysis of managerial skills, adaptability and other core competencies.

Finally, the Director and the members of the panel mentioned above shall interview the applicants invited to take part in the assessment centre.

The selected candidate shall be appointed in his/her current grade, except for candidates in grade AD8 who shall be appointed in grade AD9.

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:

1. A detailed Europass Curriculum Vitae in English (can be obtained at the following address: <http://europass.cedefop.europa.eu/en/documents/curriculum-vitae>)
2. 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. Fusion for Energy (F4E) is currently working to further develop F4E's selection process. The application for this vacancy notice will serve as a pilot for the new recruitment platform which means that you – even if you have previously applied for an F4E vacancy – will be asked to register a new user account and complete information on the platform, in addition to submitting your CV and Motivation Letter. We appreciate any feedback you may have regarding your user experience: hr-internalmobility@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 on F4E online application platform.

**Applications must be complete and validly submitted by the closing date for submission of applications
No later than 17/02/2026 at 23h59 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 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

² Those who have taken part in such an assessment centre in the course of the two years preceding the closing date will not need to undergo a new assessment centre assessment.

email inbox and spam. Emails will have the sender address "@f4e-jobs.gestmax.eu".

Upon request from the selection panel or Director, 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 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.

You have the right to rectify your data. In order to update your CV and/or Motivation Letter and rectify any incorrect or inaccurate data, please send an email to the specific mailbox 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 address them to the following address: HR-DataProtection@f4e.europa.eu