

Function	Profiles	Description of tasks
Project Management	Project Management	The trainee applying to the Project Management profile learns how ensure the success of the project within the assigned scope, schedule and cost and within the quality and safety objectives of the project.
Project Performance & Control	Project Performance Management	The trainee applying to the Project Performance Management profile learns how to provide support (in a matrix organizational structure) to the project teams in implementing and ensuring daily application of world-class project management processes.
Project Performance & Control	Schedule Management	The trainee applying to the PPC Schedule Management profile learns on the follow up and monitoring of F4E schedules in collaboration with IO planning department and participates in the support to the change control board with the analysis of impacts of change on schedule.
Project Performance & Control	Cost Management	The trainee applying to the PCC Cost Management profile learns how to provide support on scheduling and cost management staff in the development and implementation of cost and Project Budget items.
Project Performance & Control	Change Management	The trainee applying to the PPC Change Management profile learns on how to deal with project change control processes definition and on the monitoring for F4E integrated and enhanced performance baseline management.
Project Performance & Control	Project Management Methodology	The trainee applying to the PM Methodology profile learns on how to provide support to the project management systems activities and on the maintenance of the data within the project management systems as well as, the further development of the project management system to enhance capability across the organisation.
Project Performance & Control	Risk Management	The trainee applying to the Risk Management profile learns on the management of risk at several levels. The trainee learns on the definition and guidance on the methodology to be followed, on how to make overall analysis of the risk registers and on how to ensure the follow-up of the agreed mitigation plans.
Project Performance & Control	Programming & Reporting	The trainee applying to the Programming and Reporting profile learns how to prepare, draft and present reports & presentations to be submitted to F4E's stakeholders.
Engineer	Project Engineer	The trainee applying to the Project Engineer profile learns on how to achieve project objectives and work packages by intervening in all project phases, from procurement preparation until implementation and qualification activities.
Engineer	Metrology engineering	The trainee applying to the Metrology engineering profile will learn on echanical tolerancing and tolerancing stack up. Reverse engineering and digital twins representations of parts. Metrology processes and procedures
Engineer	Engineering Resources	The trainee applying to the Engineer profile learns on how to contribute with specialized engineering knowledge on project products and processes and provides support on how to propose best solutions to technical requirements. The trainee from different engineering specialities, will work on: Analysis and Codes (neutronic analysis, Monte Carlo Codes, electromagnetics, themomechanics), CODAC project (Control, Data Access and Communication) system on the development on high quality of Industrial I&C, data acquisition systems and diagnostic electronics, amongst others.
Engineer	RAMI-AIV Engineer	The trainee applying to the RAMI-AIV Engineer profile learns how to coordinate and provides support to activities in the fields of RAMI (Reliability, Availability, Maintainability and Inspectability) and AIV (Assembly, Installation and Validation) both internally within the F4E Product Units and with the ITER IO counter partners.
Systems Engineering	Systems Engineer	The trainee applying to the Systems Engineering learns on how to ensure the coherence and consistency of all Systems Engineering processes required to manage the European contribution to the ITER programme, and participates in the support to projects in systems engineering according with project requirements and industry standards.
Nuclear Safety	Nuclear Safety	The trainee applying to the Nuclear Safety profile provides support and learns how to provide assistance in all aspects related to nuclear safety - including protection of the environment and protection of the public against radiological and non-radiological hazards - of the systems, structures and components to be provided by F4E to his clients.
Nuclear Safety	CE Marking	The trainee applying to the CE Marking profile participates and learns on the coordination, definition and follow-up of the activities to be performed for the control of the CE Marking and regulatory compliance of the components to be provided by F4E to his clients.
Quality Assurance	Quality Assurance	The trainee applying to the Quality Assurance profile participates and learns on the is the coordination, definition and follow-up of the activities to be performed for the control of the quality and the compliance of the components to be provided by F4E to the ITER Organisation.

Function	Profiles	Description of tasks
Legal	Buildings, Infrastructure and Power Supplies (BIPS) Law	<p>The trainee applying to the Buildings, Infrastructure and Power Supplies (BIPS) Legal profile provides support in the reporting to the ITER Site and Buildings Legal Affairs Group Leader. The trainee learns how to provide legal advice on procurement, contractual, financial and administrative matters related to the operational and administrative activities of the organisation, in particular for what concerns the ITER Site, including insurances and transportation. In addition, the trainee:</p> <p>Provide legal advice in relation to the drafting, procurement and implementation of complex construction contracts based on the concept of traditional (such as FIDIC) or collaborative contracting (such as alliance);</p> <ul style="list-style-type: none"> • Provide legal advice over a wide range of matters including contract law, construction law, public procurement law, and/or public or private international law; • Participate in complex contract and amendment negotiations and their preparation; • Prepare and revise legal texts and internal documents related to the procurement activities of F4E, in particular under collaborative contracting and in joint procurements with the ITER Organization; • Provide legal assistance on dispute resolution arising under complex construction contracts (such as mediation, adjudication or litigation before the Court of Justice of the EU); • Provide support to the Legal Officers of the ITER Site and Buildings Legal Affairs Group; • Contribute proactively to the knowledge management efforts of the ITER Site and Buildings Legal Affairs Group by preparing guidelines and newsletters on legal issues of importance and monitoring legislation in relevant legal and contractual areas at national (mainly France), European and international level.
Legal	Corporate Legal	<p>The trainee applying to the Corporate Legal profile learns on the regulatory framework and horizontal matters of relevance to F4E and the inter-institutional, international and other corporate, governance legal issues entrusted to them. In addition, the trainee assists in corporate legal matters arising within the context of the various legislative acts governing Fusion for Energy's (F4E) activities, on legal issues regarding Human Resources (HR), based on EU Staff Regulations (e.g. implementation of staff rules or particular HR questions). Moreover, the trainee assists in providing legal advice related to F4E internal rules and processes and to agreements with other bodies.</p> <p>The trainee may in particular be required to carry out the following project legal tasks:</p> <ul style="list-style-type: none"> • Assisting in F4E Project related legal matters regarding public procurement; • Assisting to provide legal support to Project Teams with respect to the procurement strategies and preparation of tender procedures and procurement contracts;
Legal	Matrix Legal (EU Law, Contract and Claim Management)	<p>The trainee applying to the Matrix Legal profile learns how to provide legal advice on procurement, contractual, financial and administrative matters related to the operational and administrative activities of the organisation.</p>
Procurement & Contract Management	Procurement	<p>The trainee applying to the Procurement profile learns and provides support on the management of the full life cycle of a procurement procedure, including its preparation, definition and implementation, from pre-procurement until contract signature while ensuring compliance with policies and regulations. In addition, the trainee will assist in the refurbishment of Industry Portal, Simplification of documentation for CfT, Guidance documentation for suppliers and call for tender preparations, drafts for trainings or presentations in forum, updates of templates per PO feedback, and on commercial initiatives/projects: Commercial Risks, Account Management, Negotiation, Payment forecasts, Business Process Improvement.</p>
Procurement & Contract Management	Contract Management	<p>The trainee applying to the Contract Management profile learns and provides support and learns on the coordination of the contractual strategy and its implementation. The trainee participates in the collaboration with the Programme and Project Managers, under guidance of the Commercial Manager, and learns how to ensure cost effective and adequate commercial contract execution, considering market conditions and complying with contractual conditions, policies and regulations. In addition, the trainee will provide support on contract management initiatives/projects: Supplier Relationship Management, Contract Management Plans, Strategic Contracts, Business Process Improvement</p>
Market Intelligence & Technology Transfer	Intellectual Property	<p>The trainee applying to the Intellectual Property profile learns how to handle any Intellectual Property issues related to its activities. This includes the establishment of the Intellectual Property strategy for F4E's procurement/contracts as well as the protection of F4E's IP assets and the carry out Technology Transfer activities.</p>
Market Intelligence & Technology Transfer	Business Intelligence	<p>The trainee applying to the the Business Intelligence profile learns how to collaborate with the Programmes in understanding the F4E supply chain and of the market conditions, conducting market research and analysis to participate in the establishment of the most appropriate procurement strategy, and promoting the participation of economic operators in F4E contracts.</p>

Function	Profiles	Description of tasks
Market Intelligence & Technology Transfer	Export Control & Dual Use	The trainee applying to the Export Control & Dual Use profile learns on the management of Export Control and Dual Use Practice at Fusion for Energy, legal compliance and project alignment between F4E Programmes' needs and Export Control legal framework.
Finance & Budget	Budget	The trainee applying to the Budget profile learns how to interact with internal and external stakeholders in the preparation, establishment, reporting and monitoring of the budget.
Finance & Budget	Finance	The trainee applying to the Accounting profile learns on how to provide accounting support for the establishment of a set of reliable, complete, and accurate annual accounts. In addition, the trainee will: 1) get acquainted with the BIPS FIDIC and Non-Fidic contracts and provide comparison of the clauses/annexes related to payments, guarantees/bonds and other financial topics aiming to facilitate the team to find better formulations of the texts; 2) monitor the approval and the implementation of the variations under the Reserve Fund and report the findings; 3) follow the trend for the indexes (for labor and materials in the construction sector) used in the contracts and provide diagrams; 4) support the adjustments of the BIPS financial tool (SGTi) as appropriate.
Corporate Services	Facility Management	The trainee applying to the Facility Management profile provides support in the management and monitoring of the infrastructure services as well as the maintenance of the building and its equipment.
Corporate Services	Protocol	The trainee applying to the Protocol profile provides support in implementing the Protocol on Privileges and Immunities (PPI) for the organisation and its staff, as well as the related modalities in the Host Agreement with the Kingdom of Spain.
Corporate Services	Occupational Health & Safety	The trainee applying to the Occupational Health & Safety profile provides support in the review, evaluation and analysis of work environments and in the design of programs and procedures to control, eliminate and prevent diseases or injuries caused by chemical, physical and biological agents or ergonomic factors or related to the psychosocial environment, ensuring F4E compliance with the law.
Digital Transformation	DT Operations	The trainee applying to the DT Operations profile provides support in the smooth running of the F4E on-premise and cloud-based infrastructure, from hardware to middleware, to enable F4E's ICT services to run efficiently.
Digital Transformation	DT Business Analyst	The trainee applying to the DT Business Analyst profile provides support within the interface between business and development team. He/she provides support in gathering requirements, helps liaising with the technical team and validating outcomes with the business counterparts.
Digital Transformation	DT Development	The trainee applying to the DT Development profile provides support to the development of solutions, to enable F4E's staff to work efficiently towards F4E's corporate objectives.
Human Resources	Human Resources Business Partner	The trainee applying to the Human Resources Business Partner profile provides support to align business objectives with employees and management in designated business units. The position formulates partnerships across the HR function to deliver value-added service to management and employees that reflects the business objectives of the organization. In addition, the trainee will provide support to streamline HR functions, enhance workforce retention, manage risk and ensure staff wellness.
Human Resources	Planning and Analytics	The trainee applying to the Planning and Analytics profile provides support for forecasting, budgeting and workforce planning of the organisation. This function works with other parts of the team to define, build and deliver high quality analytics, providing insights, recommendations and areas for focus that contribute to driving measurable improvement and strategy.

Function	Profiles	Description of tasks
Human Resources	Learning & Development	<p>The trainee applying to the Learning and Development profile provides support to help the organisation achieve its goals by development employee capabilities, in the organisation, through L&D activities. In addition, the trainee will provide support in different projects such as:</p> <ul style="list-style-type: none"> -supporting the design and implementation of initiatives that facilitate continuous learning; -supporting the evaluation of learning initiatives, with an emphasis of impact assessment; -contributing to the preparation of communication material (posts, articles, newsletter, emails, etc.); -helping to update learning resource and events information on F4E Learning Management System (LMS); -responding to various inquiries and information requests concerning learning opportunities; -assisting in the organization of learning events (face to face and remotely); -assisting in updating F4E learning databases and staff learning records; -assisting in tracking, monitoring and reporting on learning activities through learning management systems and other data collection methods; -and performing tasks as requested by supervisor, as appropriate.
Human Resources	Recruitment	<p>The trainee applying to the Recruitment profile provides support in the development and in the implementation of the strategies to identify, attract, and acquire the best talent that fit F4E's culture. The Recruiter trainee learns how to successfully engage with the various stakeholders and support as advisor for talent attraction, networking, workforce diversity and engagement initiatives, bringing value to the whole talent acquisition chain.</p>
Process & Org Improvement	Internal Control	<p>The trainee applying to the Internal Control profile learns on how to provide support to assess, develop, implement and monitor the F4E Internal Control System at the level of the organisation to ensure its effectiveness, efficiency and compliance with the European Commission Internal Control Framework.</p>
Process & Org Improvement	Documentation Management	<p>The trainee applying to the Documentation Management profile learns how to provide support to the Documentation Manager Officer in the implementation and follow up of the "F4E Document Management" corporate activity.</p>
Process & Org Improvement	Business Process Improvement	<p>The trainee applying to the Business Process Management profile learns on how to support the development and implementation of the Integrated Management System and the BPM Framework promoting efficiency, effectiveness, and economy in all F4E's activities. The trainee also participates in the support of the improvement of processes and organisational improvement projects ensuring consistency of application across the organisation.</p>
Process & Org Improvement	Org. Improvement & Dissemination	<p>The trainee applying to the Improvement and Dissemination profile learns on how to improve processes and on the coordination of organisational improvement plans, ensuring consistency of their application across the organisation and the dissemination of key activities.</p>
Communication	Communication	<p>The trainee applying to the Communication profile learns on how to define the implementation of the internal and external communication policy of F4E. In addition, the trainee may:</p> <ul style="list-style-type: none"> . Assist in the organisation of the EUAN network events . Support the Chair of the Greening network in the preparation of the subnetwork event . Support the requests of press and publications . Provide administrative support, as necessary.
Communication	Graphic Design, Web Design, Desktop Publishing and Multimedia	<p>The trainee applying to the Graphic Design, Web Design, Desktop Publishing and Multimedia profile learns on how to contribute to the information and communication activities of the organisation with particular focus to its "look-and-feel", including campaigns, publications, web, audio-visual and social media platforms.</p>
Internal Audit	Internal Audit	<p>The trainee applying to the Internal Audit profile learns on how to provide independent opinions and how to advice on the efficiency and effectiveness of the Internal Control System and how to ensure the compliance with the relevant international standards.</p>
Policy, Governance & Advice	Governance & Board	<p>The trainee applying to the Governance & Board profile provides support in the secretariat of the Governing Board (GB), Bureau and AMC. He/she learns how F4E committees are coordinated. The trainee will support and assist in the management of Committees and Working Groups, minute drafting, logistical arrangements, change of procedures</p>
Policy, Governance & Advice	Data Protection	<p>The trainee applying to the Data Protection profile learns on the preparatory and supporting tasks for the F4E Data Protection Officer related to the implementation of the EU Data Protection Regulation. The trainee supports the Data Protection Officer in the implementation of the Regulation 1725/2018, including development of internal guidelines and processes, preparation of awareness raising sessions and training material;</p>
Policy, Governance & Advice	Anti-Fraud & Ethics	<p>The trainee applying to the Anti-Fraud profile assists in the implementation of the Anti-Fraud Strategy, including development of internal guidelines and processes, preparation of awareness raising sessions and training material. In addition, the trainee ensures that the intranet and external websites are up-to-date and provides administrative support, as necessary.</p>

Function	Profiles	Description of tasks
Change Management	Change Management	The trainee applying to the Change Management profile learns on how to provide support in completing and detailing the design of the change, running the portfolio of the improvement projects, stakeholder management including the management of the change agent network in the department with the objective to smoothly transition towards the pro-active way of working.
Accounting	Accounting	The trainee applying to the Accounting profile learns on how to provide accounting support for the establishment of a set of reliable, complete, and accurate annual accounts.