

European Joint Undertaking for ITER and the Development of Fusion Energy (F4E)

Publication of a vacancy for the function of Director

(Temporary Agent – Grade AD 14)

COM/2022/20086

We are

The European Joint Undertaking for ITER and the Development of Fusion Energy (Fusion for Energy - F4E) was established by Council Decision 2007/198/Euratom¹ for a period of 35 years. It is the Euratom's Domestic Agency within the meaning of the ITER Agreement and its implementing provisions.

As such, the main role of F4E is to provide the European contribution (45%) to the construction of the ITER project, within budget, on time, and in conformance with the ITER requirements. ITER is a research fusion machine/device, currently under construction in Cadarache, France that will constitute a major leap towards the clean and sustainable power generation from fusion, providing a future source of energy complementing renewables. Components are also provided by the other signatories of the ITER Agreement (China, India, Japan, Korea, Russia, and USA). F4E also contributes to the Broader Approach activities with Japan and co-ordinates activities in preparation for the construction of a demonstration fusion reactor (DEMO) and related facilities.

F4E is based in Barcelona, Spain. The working language of the staff of the Joint Undertaking is English, according to a decision of the Governing Board. The stakeholders of F4E include the European Parliament, the Council of the European Union, the European Commission, the ITER Organization, the Governing Board of F4E, the industry, the European fusion laboratories and the broader public. The indicative resources for F4E over the period from 2021 to 2027 are of the order of EUR 6.7 billion. To find out more about F4E, visit <https://fusionforenergy.europa.eu>.

We propose

The function of the Director of the Joint Undertaking.

The Director of the Joint Undertaking is the chief executive officer, responsible for the day-to-day management of F4E and is its legal representative. The Director is accountable to the F4E Governing Board and acts under its guidance in close coordination with the European Commission as the representative of Euratom in the ITER Council. The Director is responsible for the management of the organisation and represents F4E towards the ITER Organization.

The Director manages the F4E staff whose numbers have been progressively growing during construction. Currently F4E comprises approximately 440 staff members in addition to 400 external staff, mainly service providers. Its future evolution will depend on the project needs and progress as well as on the availability of funding.

The Director's responsibilities include:

¹ Council Decision 2007/198/Euratom of 27 March 2007 establishing the European Joint Undertaking for ITER and the Development of Fusion Energy and conferring advantages upon it (OJ L 90, 30.3.2007, p. 58) as amended by Council Decision 2013/791/Euratom of 13 December 2013 (OJ L 349, 21.12.2013, p. 100), Council Decision (Euratom) 2015/224 of 10 February 2015 (OJ L 37 13.2.2015, p. 8), and Council Decision (Euratom) 2021/281 of 22 February 2021 (OJ L 62, 23.2.2021, p. 41).

1. Ensuring the achievement of F4E's objectives in accordance with its mission, and in particular ensuring that the European contribution (in-kind and cash) to the ITER Organization is provided on time, and in compliance with the ITER requirements and nuclear safety standards, and within the approved budget;
2. Participating in the fully integrated ITER project management in close cooperation with the ITER Organization, with particular focus on efforts that contribute to the seamless project execution by joint efforts of F4E and the ITER Organization;
3. Contributing to the overall steering of the ITER project by working effectively with all stakeholders, in particular the ITER Organization (in "one team - one project" approach), other ITER Domestic Agencies, and the European Commission;
4. Reporting to and seeking approval from the F4E Governing Board on strategic and budgetary matters related to F4E;
5. Ensuring the efficient management of human resources, promoting a healthy and collaborative working environment based on trust, solidarity and respect, and applying a diversity and equal opportunity policy, with support from relevant Commission services sharing HR management best practices applicable in the Commission;
6. Considering and implementing appropriate management tools, e.g. 360-degree management assessment, in order to ensure performance and resilience of the organisation and provide adequate working conditions in the context of the intrinsic challenges of a First Of A Kind project;
7. Preparing and implementing an overall project plan setting out the work programme of F4E, defining performance indicators to track the progress of the project in line with the ITER objectives, and ensuring the most effective use of F4E's resources;
8. Planning and implementing the budget of F4E, in compliance with its financial regulation² and sound financial management, and in close cooperation with the Commission services;
9. Developing and implementing strategies to procure and deliver components by F4E within the required timescale, quality and budget, including all related R&D activities; Awarding and monitoring of procurement contracts according to the EU public procurement procedures and with due regard to the EU's and F4E's industrial policy;
10. Reporting to relevant European Institutions as well as to national parliamentary bodies in close coordination with the Commission;
11. Implementing and following up recommendations deriving from audits carried out by the European Commission services or the European Court of Auditors;
12. Ensuring that the activities of the organisation generate synergies with the integrated European Fusion Programme (EUROfusion) and foster further the development of the fusion energy industry in Europe.
13. Representing F4E, including internationally, towards all stakeholders.

A more detailed description of the tasks of the Director can be found in Decision 2007/198/Euratom.

We look for (selection criteria)

The candidates should have:

Management skills

- ✓ Proven and successful experience at senior management level in a large international organisation, including the management of change processes.
- ✓ Proven capacity and strong track record in managing and steering financial and human resources of a large service.
- ✓ Ability to lead, motivate and develop multicultural teams of highly qualified staff to the best of their potential, and that of each individual.

² The text is available in https://industryportal.f4e.europa.eu/IP_PAGES/keyreference.aspx.

- ✓ Acting as a team player within the management team of an organisation working at the frontiers of science, technology and industry.
- ✓ Very good analytical skills and the ability to solve organisational and operational problems.

Specialist skills and experience

- ✓ Experience in the management of cutting-edge technology projects in a European or international environment. Experience involving the construction of a first of a kind, large-scale technological facility would be an asset.
- ✓ Capacity to manage large industrial procurement activities in accordance with the highest standards of accountability and transparency requirements and in compliance with applicable European public procurement rules.
- ✓ Experience in construction and/or management of nuclear facilities including interactions with a nuclear safety authority would be an asset.
- ✓ Understanding of the technologies of fusion devices and of the European and international fusion research activities, policies, and programmes would be an asset.

Personal qualities

- ✓ Excellent communication and negotiation skills with the ability to build productive long-term relationships with contractors and other stakeholders.
- ✓ Ability to represent externally F4E and communicate effectively with all stakeholders.
- ✓ Strong interpersonal skills and ability to ensure two-way communication with staff.

Candidates must (eligibility requirements)

Candidates will only be considered for the selection phase on the basis of the following formal requirements to be fulfilled **by the deadline for applications**:

- **Nationality**: candidates must be a citizen of one of the Member States of the European Union. Subject to a decision of the Governing Board of F4E to authorise an exception in accordance with Article 12.2(a) of the Conditions of Employment of other Servants of the European Union, if necessary, for the appointment of the Director, applications can also be submitted by citizens of the following countries subject to then being members of F4E at the closing date for registration: Switzerland, United Kingdom.
- **University degree or diploma**: candidates must have:
 - either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is 4 years or more;
 - or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least 1 year when the normal period of university education is at least 3 years (this one year's professional experience cannot be included in the postgraduate professional experience required below).
- **Professional experience**: candidates must have at least 15 years postgraduate professional experience³ at a level to which the qualifications referred to above give admission. At least 5 years of that professional experience must be gained in a domain relevant to Joint Undertaking's activities.

³ Professional experience is only taken into consideration if it represents an actual work relationship defined as real, genuine work, on a paid basis and as employee (any type of contract) or provider of a service. Professional activities pursued part-time shall be calculated pro rata, on the basis of the certified percentage of full-time hours worked. Maternity leave / parental leave / leave for adoption is taken into consideration if it is in the framework of a work contract. PhDs are assimilated to professional experience, even when unpaid, but for a duration of three years maximum, provided that the PhD has been successfully completed. A given period may be counted only once.

- **Management experience:** at least 5 years of the post-graduate professional experience must have been gained in a high-level management function⁴ in a field relevant for this position.
- **Languages:** candidates must have a thorough knowledge of one of the official languages of the European Union⁵ and a satisfactory knowledge of another of these official languages. Selection panels will verify during the interview(s) whether candidates comply with the requirement of a satisfactory knowledge of another official EU language. This may include (part of) the interview being conducted in this other language.
- **Age limit:** candidates must be able to complete, at the deadline for application, the full mandate of 5 years before reaching the retirement age. For temporary staff of the European Union, the retirement age is defined as being the end of the month in which the person reaches the age of 66 years (see Article 47 of the Conditions of Employment of other Servants of the European Union⁶).

Selection and appointment

The Director will be appointed by the Governing Board of F4E on the basis of a shortlist provided by the European Commission.

To establish this shortlist, the European Commission organises a selection in accordance with its selection and recruitment procedures (see the Document on Senior Officials Policy⁷).

As part of this selection procedure, the European Commission sets up a pre-selection panel that may include a representative appointed by the Governing Board of the Joint Undertaking and one observer appointed by the Governing Board. This panel analyses all applications, proceeds with a first eligibility verification and identifies candidates having the best profile in view of the selection criteria mentioned above who may be invited for an interview with the pre-selection panel.

Following these interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for further interviews with the European Commission's Consultative Committee on Appointments (CCA). The CCA, taking into consideration the conclusions of the pre-selection panel, will decide on the candidates to be invited for an interview.

Candidates who are called for an interview with the CCA participate in a full-day management assessment centre run by external recruitment consultants. Taking account of the results of the interview and the report of the assessment centre, the CCA establishes a shortlist of candidates it considers suitable to exercise the function of Director of F4E.

Candidates on the CCA shortlist will be interviewed by the Member of the Commission responsible for the Directorate-General in charge of the relations with the Joint Undertaking⁸.

Following these interviews, the European Commission adopts a shortlist of the most suitable candidates, which will be communicated to the Governing Board of F4E. The latter may decide to interview the candidates before appointing the Director from among the candidates on the Commission shortlist. Inclusion on this shortlist does not guarantee appointment.

⁴ In their curriculum vitae, candidates should clearly indicate for all years during which management experience has been acquired: (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; (4) numbers of hierarchical layers above and below; and (5) number of peers.

⁵ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701>

⁶ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

⁷ https://ec.europa.eu/info/sites/info/files/compilation-of-the-senior-official-policy-at-the-european-commission_en.pdf (only exists in English)

⁸ Unless the Member of the Commission concerned, in line with the Commission Decision of 5 December 2007 (PV(2007) 1811) and 30 September 2020 (PV(2020) 2351), has delegated this task.

Candidates may be required to undergo further interviews and/or tests in addition to those indicated above. They could also be required to deliver a statement before the relevant committee(s) of the European Parliament.

The selected candidate should hold, or be in the position to obtain, a valid security clearance certificate from his/her national security authority. A personal security clearance is an administrative decision following completion of a security screening conducted by the individual's competent national security authority in accordance with applicable national security laws and regulations, and certifying that an individual may be allowed to access classified information up to a specified level. (Note that the necessary procedure for obtaining a security clearance can be initiated on request of the employer only, and not by the individual candidate).

Until the personal security clearance has been granted by the Member State concerned and the clearance procedure completed with the legally required briefing from the European Commission's Security Directorate, the candidate will not be able to access EU Classified Information (EUCI) at the level of CONFIDENTIEL UE/EU CONFIDENTIAL or above, nor attend any meetings at which such EUCI is discussed.

Diversity and Inclusion

The Joint Undertaking recognises that a healthy work-life balance is an important motivational factor for many people and that a modern working environment is increasingly expected also in public organisations. As an employer, the Joint Undertaking is committed to ensuring gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds, across all abilities and from the broadest possible geographical basis amongst the EU Member States. To promote gender equality, the Joint Undertaking encourages applications in particular from women. Assistance can be provided to persons with disabilities during the recruitment procedure. For further information, send an email to hr-selections@f4e.europa.eu and/or consult the website <https://fusionforenergy.europa.eu/>.

Conditions of employment

The salaries and conditions of employment are laid down in the Conditions of Employment of Other Servants of the European Union.

The successful candidate will be engaged by F4E as a Temporary Agent at grade AD14⁹. She/he will be classified depending on the length of his / her previous professional experience in step 1 or step 2 within that grade.

She/he will be appointed for an initial mandate of 5 years, with a possible prolongation for a maximum 5 years according to Regulation establishing the Joint Undertaking as applicable at the time of appointment.

Applicants should note the requirement under the Conditions of Employment of Other Servants of the European Union for all new staff to complete successfully a nine-month probationary period.

The place of employment is Barcelona, Spain.

The post is available from 1 January 2023.

⁹ The correction coefficient applicable to the remuneration and pensions of officials and other servants of the European Union for Spain is set at 96.3% as from 1 July 2021. This coefficient is subject to an annual revision.

Independence and declaration of interests

Before taking up his/her duties, the Director will be required to make a declaration of commitment to act independently in the public interest and to declare any interests, which might be considered prejudicial to his/her independence.

Application procedure

Before submitting their application, candidates should carefully check whether they meet all eligibility requirements ('Candidates must'), particularly concerning the types of diploma, high-level professional experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

If you want to apply, you must register via the Internet on the following website and follow the instructions concerning the various stages of the procedure:

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

You must have a valid e-mail address. This will be used to confirm your registration as well as to remain in contact with you during the different stages of the procedure. Therefore, please keep the European Commission informed about any change in your e-mail address.

To complete your application, you need to upload a CV in PDF format, preferably using the Europass CV format¹⁰, and to fill out, online, a letter of motivation (maximum 8 000 characters). Your CV and your letter of motivation may be submitted in any of the official languages of the European Union.

Once you have finished your online registration, you will receive an electronic mail confirming that your application has been registered. **If you do not receive a confirmation mail, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application on-line. You will be contacted directly by the European Commission regarding the status of your application.

If you require more information and/or encounter technical problems, please send an e-mail to: HR-MANAGEMENT-ONLINE@ec.europa.eu

Closing date

The closing date for registration is **23/09/2022, 12.00 noon Brussels time**, following which registration is no longer possible.

It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy internet traffic or a fault with your internet connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will no longer be able to introduce any data. Late registrations are not accepted.

Important information for candidates

Candidates are reminded that the work of the different selection panels is confidential. It is forbidden for candidates to make direct or indirect contact with their individual members or for anybody to do so on their behalf. All queries must be addressed to the secretariat of the relevant panel.

¹⁰ You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>.

Protection of personal data

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council¹¹. This applies in particular to the confidentiality and security of such data.

¹¹ 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 (OJ L 295, 21.11.2018, p. 39).