



Vacancy Notice

Project Manager

Fusion for Energy (F4E) is hiring a **Project Manager**, 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/AD5-12/2025/0282	Temporary Agent AD6	Cadarache, France ⁱ	03/06/2025 - 11:59 (CET)

Is this job for you?

If you are a passionate Engineering professional and 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 one of new Project Manager within our Projects Department of 'Fusion for Energy'.

As a member of the Buildings and Site Equipment (BSE) Unit and within an integrated team constituted of F4E and ITER Organization staff, the Project Manager will be playing an active role in implementing and ensuring daily application of world-class project manager processes within F4E.

Together with a strong experience in industrial or nuclear engineering project, organisational skills, orientation to deliver quality service and well-performing projects and the ability to work at strategic level within a management team are some of the key traits of the successful candidate.

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

The Projects Department is responsible for the timely and cost-effective delivery of the European contributions to the ITER International Fusion Energy project and other fusion projects including the Broader Approach, DONES, Test Blanket Modules and eventually a programme for DEMO. The Department is composed of around 128 staff.

As a member of the Buildings and Site Equipment (BSE) Unit and within an integrated team constituted of F4E and ITER Organization staff, the Project Manager will report to the Head of Unit of the BSE Unit. They will be responsible for the implementation, contract management, follow-up, and supervision as Project Manager of the design and qualification Contracts and/or Procurement and Construction Contracts of the ITER buildings in accordance with the applicable requirements set-up by the ITER Organization and the construction and coordination rules implemented by Fusion for Energy jointly with its Architect Engineer and Health and Safety Protection Coordinator.

The successful candidate will be responsible, in particular, for delivering a part of the Building services scope (electrical, HVAC, piping and mechanical equipment) of the ITER project.

They will, among other tasks:

- Be responsible to ensure that the design and specifications of their scope of work is fit for purpose, rationalized and optimized;
- Be responsible for the preparation of the technical specifications for the procurement of services and components for the ITER project in their area of responsibility;
- Be responsible for the technical evaluations of tenders and lead negotiations with potential suppliers in view of concluding contracts and Task Orders to implement Engineering-Procurement-Construction activities;
- Manage and supervise the progress and performance of projects/contracts under their responsibilities in terms of cost, schedule and budget, by tracking activities against the baseline, providing regular and accurate reports, analysing and evaluating results. Do this in collaboration with F4E Contract, Legal and Project Management officers, as well as the F4E Support Contracts (Architect Engineer, Support to the Owner);
- Implement the quality assurance and control requirements that have to be met in accordance with the arrangements established with the ITER Organization;

- Anticipate design, qualification, construction, coordination, logistics and control issues and proactively manage them, in particular by making the daily liaison between the design teams and the procurement / construction teams;
- Seek for optimizations and cost containment, defining technical alternative and preparing the files to ensure agreement by the ITER Organization of the proposed deviations through Project Change Requests, ensuring strict control of configuration;
- Work with the procurement officers and the legal officers for anticipating, preparing and gathering data in order to draft technical elements to manage contractor's claims cost assessments in the best interest of F4E;
- Coordinate the development of budget, work programs and schedules in collaboration with the project management officers of Fusion for Energy for the ITER buildings in their area of responsibilities;
- Ensure proper implementation, within the frame of the integrated F4E/IO Programme and with support of the F4E Architect Engineer and the Health and Safety Protection Coordinator, of the works supervision rules, ensuring the definition of the appropriate level of control depending on the nuclear and quality class of the works.

What can we offer you?

Life in Cadarache

Cadarache is the site of the largest technological research and development centre for energy in Europe including CEA research activities and ITER. Located in the French region of Provence, Cadarache is about 40 km from Aix-en-Provence and 60 km from Marseille. The South of France is blessed with a very privileged living environment and a mild and sunny climate. Located between the Southern Alps and the Mediterranean, Cadarache offers every conceivable sporting, leisure and cultural opportunity. The area is served by the international Marseille - Provence Airport and the national high-speed train (Aix-en-Provence TGV).

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 citizenⁱⁱ.
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 dutiesⁱⁱⁱ.

A2. Your Education & Experience are in line with our requirements^{iv}

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, General Engineering, Construction Management or equivalent;
- At least 5 years of proven experience as Project Manager in industrial or nuclear engineering project and / or building services construction projects in the field of Electrical, HVAC, Piping, Mechanical equipment;
- At least 5 years of proven experience in cost and/or budget and schedule management and monitoring of construction or manufacturing on Electrical, HVAC, Piping, Mechanical projects;
- At least 3 years of professional experience in the implementation of large contracts (> 10 M€) related to design and construction related projects;
- Proven experience in a Quality Assurance environment and Quality Assurance requirements for the industrial or nuclear sector;
- Proven experience of excellent written and spoken communications in English, the working language of F4E.

B2. Advantageous Selection Criteria

In addition to the above, the following criteria will be considered:

- Proven experience in the preparation of technical specifications, supplier offer evaluation and supervision of large construction contracts in the field of nuclear construction;
- Proven experience in qualification of Electrical, HVAC, Piping, and Mechanical components;
- Proven experience in managing contract using international form as FIDIC (International Federation of Consulting Engineers) rules or similar contract conditions including claims negotiation and management;
- Proven experience in applying formal codes and standards to engineering projects;
- Proven experience or knowledge of the French rules and regulations regarding nuclear facilities and associated quality assurance standards (7 February 2012 decree, ICPE Rules, INB Rules);
- 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. 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-selections@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 03/06/2025 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 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.

Vacancy published on F4E website on 30/04/2025.

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

ii 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.

iii 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.

iv 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.