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## V

(Announcements)

## ADMINISTRATIVE PROCEDURES

## EUROPEAN COMMISSION

**Vacancy for a Director (grade AD 14)**  
**of the European Joint Undertaking for ITER and the Development of Fusion Energy**  
**COM/2012/10331**

(2012/C 187 A/01)

**1. We are**

The European Joint Undertaking for ITER and the Development of Fusion Energy (Fusion for Energy — F4E) was established by a decision of the Council of the European Union of 27 March 2007 <sup>(1)</sup> for a period of 35 years.

F4E provides the European contribution to ITER. It also contributes to the Broader Approach activities with Japan and coordinates activities in preparation for the construction of a demonstration fusion reactor (DEMO) and related facilities.

The principal role of F4E is to provide the European contribution to the construction of ITER, on time and in conformance with the ITER requirements. Other components are provided by the other signatories to ITER who are the USA, Japan, Russia, China, the Republic of Korea and India. The indicative resources deemed necessary for F4E's 35 years' duration are of the order of EUR 10 billion.

We are seeking to appoint a Director for a mandate of five years, which may be extended once.

**2. We propose**

The Director is the chief executive officer, responsible for the management of F4E under the guidance of the F4E Governing Board and in close coordination with the European Commission as representative of Euratom in the ITER Council. He/she is responsible for the leadership of the organisation and also represents it externally within the ITER Organisation.

The Director is F4E's legal representative and manages the F4E staff which will progressively grow from 210 to around 260 professional staff and from 120 to about 150 support staff during the construction phase. The Director is accountable to its Governing Board.

The Director's responsibilities include:

- ensuring the achievement of the organisation's objectives in accordance with its mission, and in particular that the European contributions to the ITER International Organisation are provided on time and in conformance with the ITER requirements and within agreed cost,
- reporting to and seeking approval from the Governing Board on strategic and budgetary matters related to F4E,

<sup>(1)</sup> Council Decision 2007/198/Euratom (OJ L 90, 30.3.2007, p. 58).

- contributing to the overall direction of the ITER project and working effectively with all stakeholders, in particular the ITER International Organisation, other ITER Domestic Agencies and in particular with the European Commission who has taken over the role of Euratom as host party to the ITER Agreement and the special responsibilities which derive from that agreement,
- presenting reports to relevant European institutions as well as to national parliamentary bodies,
- appointing and directing F4E's staff and fostering a good team spirit and working environment,
- preparing and implementing an overall Project Plan setting out the work programme of F4E and ensuring the most effective use of its resources,
- developing and implementing strategies to procure components by F4E on the required timescale and budget, including all related R & D activities,
- awarding and monitoring of procurement contracts according to the relevant procedures,
- ensuring that F4E's budget is managed efficiently and according to the principles of sound financial management,
- communicating with the public in relation to all matters within the mission of F4E,
- ensuring that the activities of the organisation generate synergy with the other parts of the integrated European Fusion Programme (Euratom Fusion Associations and the European Development Fusion Agreement).

### 3. We look for

The successful candidate should have:

- proven and successful experience at senior management levels of a major organisation, as well as in the management of significant financial resources,
- excellent capability to provide leadership to an organisation which is engaged in international scientific cooperation of unparalleled dimension and significance,
- very good ability and experience in the construction and/or management of large high-technology projects, in a European or international environment, in particular in their implementation through procurement contracts,
- ability to communicate effectively to the institutional stakeholders as well as to the broader public and to build good working relations with all relevant actors.

The following skills and experience would be of advantage:

- experience in construction and/or management of nuclear facilities including interactions with the nuclear safety authority,
- capacity to manage large procurement activities in accordance with the highest standards of accountability and transparency requirements,
- good understanding of the technologies of fusion devices,
- good understanding of the European and international fusion research activities, policies and programmes.

#### 4. Applicants must

Applicants must meet the following criteria by the closing date for applications:

- **Nationality:** be a citizen of one of the Member States of the European Union or of a third State Member of F4E (Switzerland).
- **University degree or diploma:** have:
  - a level of education which corresponds to completed university studies in a scientific or engineering discipline giving entitlement to undertake postgraduate studies, attested by a diploma when the normal period of university is four years or more,or
  - a level of education which corresponds to completed university studies in a scientific or engineering discipline attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years (this one year's professional experience cannot be included in the postgraduate professional experience required below).
- **Professional experience:** have at least 15 years' postgraduate experience acquired after the required qualifications referred to above were obtained.
- **Management experience:** of the 15 years of professional experience at least five years must have been acquired at senior management level in a major organisation (public or private sector) <sup>(?)</sup>.
- **Languages:** have a thorough knowledge of English and a satisfactory knowledge of at least one other of the official EU languages.
- **Age limit:** be able to complete the full five-year mandate before the end of the month in which he or she reaches the age of 65.

#### 5. Independence and declaration of interests

The Director will be required to make a declaration of commitment to act independently in the public interest and to make a declaration in respect of any interests which might be considered prejudicial to her/his independence. Applicants must confirm their willingness to do so in their application.

#### 6. Selection and appointment

A pre-selection panel will be set up for the selection process. This panel will invite applicants with the best profile for the specific requirements of the post to an interview, selected on the basis of their merits and the criteria set out above. Subsequently, candidates shortlisted by the pre-selection panel may be called for an interview with the Commission's Consultative Committee on Appointments (CCA); before this interview, they will have to undergo testing by an assessment centre run by external recruitment consultants. Candidates who are shortlisted by the CCA will then be interviewed by the relevant Commissioner.

Following these interviews, the Commission will adopt a shortlist of the most suitable candidates, which will be communicated to the F4E Governing Board. The latter will interview the shortlisted candidates and appoint the Director from among them. Inclusion on the shortlist does not guarantee appointment. Candidates should note that the list of candidates at this stage may be made public. Candidates may be required to undergo further interviews and/or tests in addition to those indicated above.

<sup>(?)</sup> In their curriculum vitae (CV) applicants should indicate at least for these five years during which high-level 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; and (4) numbers of hierarchical layers above and below and numbers of peers.

## 7. Equal opportunities

The Joint Undertaking applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations <sup>(3)</sup>.

## 8. Conditions of employment

The Director will be appointed as a member of staff of F4E as temporary agent at grade AD 14 pursuant to Article 2(a) of the Conditions of Employment of Other Servants of the European Union for a period of five years, which may be extended once as stated in Article 8.2 of the F4E statutes.

The place of employment is Barcelona, Spain, where 'Fusion for Energy' has its seat.

## 9. Application procedure

As part of their application, candidates have to submit the following documents:

1. a motivation letter (maximum 2 pages). Applicants are invited to present their motives in applying for this post;
2. a free format curriculum vitae (CV). The CV should preferably be drafted using the Europass CV format <sup>(4)</sup>. **Applicants are explicitly requested to highlight and give a brief account of the experience and expertise relevant to the job as well as details on the size, number of staff, budget, the nature of the departments they have previously managed, and their hierarchical relationship to the senior management of the organisation.**

Supporting documents (e.g. certified copies of degrees/diplomas, references, proof of experience, etc.) should not be sent at this point but must be submitted at a later stage of the procedure if requested.

Applications must be sent to:

Rtd-Avisdevacances@ec.europa.eu

In order to facilitate the selection process, all communication with applicants concerning this vacancy will be in English.

Applicants are asked to report any change of address in writing without delay to the address above.

Contact person for additional information:

Mr Hervé Pero — Tel. +32 22961232 — E-mail: herve.pero@ec.europa.eu

## 10. Closing date

Applications must be sent by e-mail by **18 July 2012**.

The Commission reserves the right to extend the closing date of this vacancy by publication in the *Official Journal of the European Union* only.

## 11. Important information for applicants

Applicants are reminded that the work of the selection committees is confidential. It is forbidden for applicants to make direct or indirect contact with members of these committees or for anybody to do so on their behalf.

<sup>(3)</sup> OJL 124, 27.4.2004, p. 1.

<sup>(4)</sup> The Europass CV can be downloaded from the website: <http://europass.cedefop.europa.eu/htm/index.htm>

## 12. Protection of personal data

The Commission and F4E will ensure that candidates' personal data are processed as required by the Regulation on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data <sup>(5)</sup>.

The privacy statement can be consulted at [http://ec.europa.eu/dgs/human-resources/privacystatement\\_agencies\\_en.htm](http://ec.europa.eu/dgs/human-resources/privacystatement_agencies_en.htm)

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<sup>(5)</sup> Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 (OJ L 8, 12.1.2001, p. 1).







## REVIEW OF 'COMPETITION' C A OJs

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