



Vacancy Notice

QUALITY ASSURANCE OFFICER

Fusion for Energy (F4E) is hiring a **Quality Assurance Officer**, 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/AD6/2025/0289	Temporary Agent AD6	Barcelona (Spain) or Cadarache (France) ⁱ	04/11/2025 - 11:59 (CET)

Is this job for you?

Are you committed to highlighting the importance of safety and quality in the work culture? Do you have a proven track record in Nuclear Safety and Quality Assurance? If you are eager to make a significant impact on the future of sustainable energy by contributing to a multi-billion euro, first-of-a-kind development project, then we have the perfect opportunity for you. We are looking for our new Quality Assurance Officer within the Director's Department of 'Fusion for Energy'.

As a key member of the Safety and Quality Unit, the Quality Assurance Officer will play an active role in supporting F4E's contribution to the largest nuclear fusion reactor in the world.

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 Safety and Quality Unit in the Director's Department ensures highest standards of occupational health and safety for staff, brings together full scope of the Integrated Management System (encompassing Quality Management framework and the MQP), Nuclear Safety, Quality Assurance and Occupational Health & Safety for F4E staff and site under F4E responsibility. The Department is composed of around 37 staff.

As a member of the Safety and Quality Unit, the Quality Assurance Officer (QAO) will report to the Safety and Quality Head of Unit and will work under the coordination of the Quality Assurance Group Leader.

The QAO will be responsible for the management of quality assurance and control for their related programme team(s). The selected candidate will be also expected to play an active role in the Quality Assurance contribution to the F4E Vision and Mission:

1. *We commit as top priority to the successful construction and operation of the ITER, Broader Approach, DONES and other fusion projects.*
2. *We develop the fusion talent and knowledge base for the future development of commercially viable fusion power plants in Europe.*
3. *We pave the way for a transition from the research to the industrial sector, and the creation of a competitive European industrial fusion sector.*

Their role and responsibility include but are not limited to:

- Playing a key role in the definition, implementation and monitoring of the Quality Assurance (QA) /Quality Control (QC) strategy into the organization. Leading the Quality Assurance Group development projects;
- Providing support to the coordination of the QA team in F4E mainly (but not limited to) on the group contribution to F4E vision and mission;
- Coordinating key initiatives that support the development and growth of the QA team and enhancing work methodologies;
- Coordinating best practice sharing within quality community, including feedback and lessons learned, thereby contributing to the promotion and development of an improved quality culture in F4E generally and in particular within the supported project team;
- Defining and coordinating Quality knowledge management programme to contribute in future phases of fusion technologies development;
- In order enhance projects outcomes, defining, implementing and monitoring tools and techniques to capitalize and exploit the existing knowledge and best practices, allowing a solid foundation for growth and improvement, in QA/QC matters;
- Developing new work methodologies based on experience gained during the implementation of past or ongoing contracts/projects spanning from the design phase through handover and support to IO in

subsequent stages (e.g. Installation, commissioning...).

In close cooperation with the Technical Teams and Nuclear Safety Officers, the successful candidate will act as QAO for one of the programme teams and, among other tasks:

- Define and implement the QA and QC strategy in the technical team;
- Implement the quality surveillance plan comprising the planned quality assessment activities;
- Work jointly with the technical teams for the assurance and control of the quality and the compliance of the components to be provided by F4E to the ITER Organisation;
- Ensure the implementation of the F4E Quality Management System, also by developing processes, procedure and templates as needed;
- Perform quality activities such as supplier monitoring and audits, technical quality documentation review, corrective actions follow up, etc.;
- Deal with external QA representatives on quality related topics at the level of the programme/projects (i.e. ITER International Organization and Suppliers) and collaborate with other F4E departments/Units/Groups;
- Participate to the implementation of the Quality Assurance and Control strategy with the Project Team (ensuring proper Suppliers monitoring with Supplier Quality Audit and Supervisions level 0, 1, 2 and 3;
- Monitor status of related project non-conformities and provide feedback to the team on this matter (assessing non-conformance classification, root cause analysis and supporting the definition of remedial and corrective actions);
- Provide support to Project Manager on compliance with Organization procedures and processes.

What can we offer you?

Life in Barcelona

Barcelona offers professionals and families a high quality of life. It has a year-round average temperature of 18°C and complements its cosmopolitan lifestyle and vibrant cultural life with the nature of the Mediterranean coastline and the Pyrenees.

The city is strategically located between the sea and the mountains, and it is served by an international airport. Barcelona is a cosmopolitan city with Roman remains, medieval quarters and the most beautiful examples of 20th century modernism and avant-garde architecture.

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:

At least a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more and, after having obtained the university degree, at least 9 years of proven professional experience;

OR

At least a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is three years and, after having obtained the university degree, at least 10 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 mechanical, electrical, nuclear, civil, chemical engineering or an equivalent;
- Proven experience of at least 4 years acquired after the university degree, in the operational quality controlling activities [for example surveillance/supervision, auditing, managing inspectors...] working for a supplier manufacturing complex components and/or the customer of such a supplier;
- Proven experience of at least 4 years in quality assurance (this experience can be acquired in parallel of other requested experiences);
- Proven experience of at least 3 years coordinating and leading Quality development related projects;
- Proven experience of at least 2 years in another relevant domain such as project management, supplier management, system engineering, system assembly/integration/test (this experience can be acquired in parallel of other requested experiences);
- Quality Management System Lead Auditor Certified.

B2. Advantageous Selection Criteria

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

- Master degree or post-graduation in quality management or equivalent;
- Demonstrated knowledge and experience performing a quality function in Nuclear project;
- Proven knowledge and experience of one/more of the following – mechanical testing, welding, assembly, qualification, surveillance;
- Proven experience in quality inspection techniques, including visual inspection, non-destructive testing (NDT), and metrology-related practices;
- Demonstrated expertise in planning and implementing systems for the collection and dissemination of knowledge within an organisation or similar entity, including the design, deployment, and maintenance of databases, as well as the management of large datasets, such as those used in machine learning.

B3. Competencies

The following competences will also be assessed:

- Good analytical capabilities;
- Strong communication skills;
- Good organisational skills;
- Ability to foster teamwork and collaboration.

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. 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 04/11/2025 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 06/10/2025.

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.