

CALL FOR THE RECRUITMENT OF PERMANENT STAFF

UNDER THE IFMIF-DONES PROJECT

(Technologies and Operation of IFMIF-DONES)

SCIENTIFIC-TECHNICAL ACTIVITIES MODALITY 2025

IFMIF/84



Resolution of the Directorate of the IFMIF-DONES Spain Consortium announcing the selection process for the recruitment of permanent staff, fully funded through external funding or funding obtained from competitive public aid calls, under the scientific-technical activities modality. The purpose of this recruitment is to carry out activities related to research lines or scientific-technical services, including the scientific-technical management of such lines, which are defined as a set of knowledge, interests, products and projects systematically developed around a thematic axis involving activities carried out by one or more research groups, and which require their development according to appropriate methodological guidelines in the form of R&D&I projects.

In accordance with Article 23 bis of Law 14/2011, no prior authorization from the Ministry of Finance is required for the formalization of permanent scientific-technical contracts when linked to external funding or to funding from competitive public aid calls.

The IFMIF-DONES Spain Consortium was established by a cooperation agreement between the Ministry of Science and Innovation and the Ministry of Economy, Knowledge, Business and University of the Autonomous Community of Andalusia, signed in Granada on June 9, 2021.

It is composed of the General State Administration, through the Ministry of Science, Innovation and Universities, to which it is attached, and the Autonomous Community of Andalusia, through the Ministry of University, Research and Innovation, in accordance with Article 47.2 of Law 40/2015, of October 1, on the Legal Regime of the Public Sector, and other applicable regulations.

It is established as a non-profit public law entity, formed by the General State Administration, through the competent Ministry for scientific research, and the Administration of the Junta de Andalucía, through its competent Ministry in the same area. The Consortium has its own legal personality and full capacity to fulfill its specific purposes.

The Consortium is subject to public law and is governed by its Founding Agreement, its Statutes, and the applicable general legal provisions. Supplementarily, the general provisions of the General State Administration and the Autonomous Community of Andalusia apply.

Its aim is to manage the economic, technical, and administrative collaboration of its member entities for the construction in Spain of the scientific-technical infrastructure for the irradiation of fusion materials, the "International Fusion Materials Irradiation Facility – Demo Oriented Neutron Source" (IFMIF-DONES). It shall also fulfill the obligations corresponding to Spain as host country of this international infrastructure. Likewise, it may promote and participate in R&D&I projects in the field of fusion and in other related areas of science and technology, particularly those included in the European roadmap for fusion.

The recruitment processes of IFMIF-DONES Spain are governed by the general regulations for the recruitment of Public Administrations, in accordance with Article 100 of Law 40/2015, of October 1, and the provisions applicable to public research organizations set out in Law 14/2011, of June 1, on Science, Technology and Innovation.



The following regulations are applicable: Royal Decree-Law 8/2022, of April 5, which adopts urgent measures in the field of employment in the Spanish System of Science, Technology and Innovation; Royal Legislative Decree 5/2015, of October 30, which approves the revised text of the Basic Statute of Public Employees; Law 20/2021, of December 28, on urgent measures to reduce temporary employment in the public sector; Royal Legislative Decree 2/2015, of October 23, which approves the revised text of the Workers' Statute; Royal Decree-Law 32/2021, of December 28, on urgent measures for labor reform, job stability and transformation of the labor market; the General Regulation on the recruitment of staff to the General State Administration and the provision of jobs and professional promotion of Civil Servants of the General State Administration, approved by Royal Decree 364/1995, of March 10; the Resolution of the Secretary of State for Public Administration, of November 22, 2001, establishing criteria for the selection of temporary staff; the Joint Instruction of the Secretariats of State for Finance and Budgets and for Public Function, of November 17, 2010; Law 14/2011, of June 1, on Science, Technology and Innovation; Royal Decree 203/2021, of March 30, which approves the Regulation on action and functioning of the public sector by electronic means; and all other applicable regulations.

The Directorate of the IFMIF-DONES Spain Consortium agrees to call a selection process for the filling of one permanent position under the scientific-technical activities modality, for which the rules of this call are established below.

This call shall comply with the principle of equal treatment between women and men in access to public employment, as established in Article 14 of the Spanish Constitution, Organic Law 3/2007, of March 22, on effective equality between women and men, as well as the Resolution of December 29, 2020, of the General Secretariat for Public Function, which publishes the Agreement of the Council of Ministers of December 9, 2020, approving the Third Plan for Gender Equality in the General State Administration and its associated or dependent Public Bodies.

It shall also observe the provisions contained in the Resolution of the Secretary of State for Public Function, dated September 15, 2021, on the review of COVID-19 measures to be adopted in the General State Administration in light of the evolution of the health situation and the progress of vaccination, and the Framework Resolution of the Undersecretariat for Science and Innovation, dated September 20, 2021, which applies said resolution to the central services of the Ministry of Science and Innovation and the entities and bodies linked, dependent or assigned to it.

This call may be co-financed by the European Regional Development Fund (ERDF) of the European Union, under the ERDF Operational Programme 2021-2027, for the project *Load-bearing surfaces, secondary structures and primary installations of the envelope of the IFMIF-DONES Scientific Infrastructure (DONES-TOPS)*, as well as under the Andalusia ERDF Operational Programme 2021–2027, for the project *Foundations and primary structures of the envelope of the Scientific and Technical Infrastructure International Fusion Materials Irradiation Facility-Demo Oriented Neutron Source (DONES BASE)*.



CALL FOR APPLICATIONS-TERMS AND CONDITIONS

1. General Provisions

1.1. This call is issued under the provisions of the twenty-third additional provision on the recruitment of personnel by public sector consortia (Law 31/2022, of December 23, on the General State Budget for 2023) and the Joint Resolution of the Secretariats of State for Budgets and Expenditure and for Public Function, dated February 28, 2023, which approves instructions on the procedures for authorization and reporting regarding human resources in state public sector entities.

This call, as well as any acts arising from it, will be published on the [Electronic Office of the IFMIF-DONES Spain Consortium](#). Such publication shall, for all purposes, constitute formal notification to the applicants.

In the event of any discrepancy between the Spanish and the English version of this call, as well as of any acts arising therefrom, the provisions of the Spanish version shall always prevail.

1.2. A selection process is announced for the award of 1 position under permanent full-time employment contracts, within the scientific-technical activities modality, not subject to a collective agreement, and in the professional categories indicated in Annex II.

1.3. Employment shall be permanent in accordance with provision 1.2.

In all cases, the various contracts signed will be explicitly linked to the research line, the scientific-technical service line, the project, the assignment, the applicable agreement or other instrument that gives rise to and supports the position(s) being advertised. They will be terminated upon the end of the project or agreement, whether at the originally scheduled date, at the end of any extension (if applicable), or earlier if the project concludes ahead of time. Under no circumstances may the contract be used for the execution of an instrument other than that indicated in the call.

1.4. The grounds for termination of the contract include: those described in section 1.3 above, lack of sufficient financial resources, voluntary resignation, failure to pass the probationary period, and any other grounds lawfully established in the contract.

1.5. Remuneration will consist of basic salary (as indicated in Annex II) and supplementary salary (as provided in the IFMIF-DONES Spain salary tables). These will represent maximum amounts and will be subject to the availability of sufficient and appropriate budgetary credit and the necessary authorizations.

1.6. The selection process shall consist of a one-phase merit-based competition, as specified in Annex I. Positions shall be awarded under a competitive procedure, applying the principles of publicity, transparency, objectivity, equality and non-discrimination, as well as effectiveness and efficiency in meeting the stated objectives and allocating public resources.

1.7. The description of the positions and their functions is provided in Annex II of this call.

2. Eligibility Requirements

To be admitted to the selection process, candidates must meet the following requirements on the deadline date for submitting applications and maintain them through the formalization of the employment contract:

2.1. Nationality

2.1.1. Be of Spanish nationality.

2.1.2. The following individuals may also apply under the same conditions as Spanish nationals, except for public posts that directly or indirectly involve the exercise of public authority or the safeguarding of the general interests of the State and Public Administrations:

- a) Nationals of European Union Member States.
- b) The spouse of Spanish nationals and nationals of other EU Member States, regardless of nationality, provided they are not legally separated. Their descendants under the age of 21 or older if dependent may also apply under the same conditions.
- c) Persons covered by International Treaties concluded by the EU and ratified by Spain, which allow for the free movement of workers.
- d) Foreign nationals who are legally residing in Spain.

Applicants not residing in Spain under section b), and foreign nationals under sections c) and d), must provide documentation supporting their eligibility.

2.2. Functional Capacity: Must have the functional capacity to perform the tasks required.

2.3. Age: Be at least 16 years old and not exceed the maximum mandatory retirement age, where applicable.

2.4. Legal Standing: must not be subject to a disqualification status through disciplinary proceedings from any Public Administration or constitutional or statutory body of the Autonomous Communities, nor be barred by a final court ruling from public employment or office, or from performing functions like those previously held in the case of former public employees. Applicants from other states must not be disqualified or subject to equivalent sanctions that would prevent access to public employment under the same terms in their country of origin.

2.5. Educational Qualification: Be in possession of, or in a position to obtain, the qualification indicated in Annex II by the closing date of the application period. Applicants with foreign

qualifications must provide proof of the corresponding official recognition within the period set out in section 3.2. This requirement does not apply to applicants who have obtained recognition of their professional qualifications under EU law in regulated professions.

3. Applications

3.1. To participate in this selection process, applicants must submit the completed application form as per the model in Annex V. The position code must be clearly identified, along with a list of all claimed merits. Failure to properly indicate the code or list the merits may result in the merits not being considered by the selection board.

3.2. The submission of the application corresponding to the model set out in Annex V of these rules, together with the required documentation, shall be made within **20 calendar days** counted from the day following the date of publication of this call, by one of the following means:

- a) Preferably, electronically, through the Electronic Registry of the IFMIF-DONES Spain Consortium, using the procedure enabled for this purpose: [Solicitud de Participación en Proceso Selectivo](#).
- b) Electronically, to the IFMIF-DONES Spain Consortium through the General Electronic Registry of the General State Administration. In the “Expone” section of the Registry, the contract/code position applied for must be indicated.
- c) By submitting the application in paper format, for on-site registration, together with Annex V and the associated documentation, at the registry of the:

IFMIF-DONES Spain Consortium
Calle Gran Vía de Colón nº 48
18010 Granada

- d) Or through any of the means established in Article 16 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations.

Applications must be addressed to the Director of the IFMIF-DONES Spain Consortium.

The application form must include an email address for the purpose of receiving communications and/or requirements, which will be considered valid for official notification purposes.

The application form must be signed by the applicant, thereby declaring that the information provided is truthful and that the applicant meets the requirements set out in this call, and committing to provide documentary proof of all data submitted.

All applicants must also send an email to the email address indicated in Annex III of this call, informing of the submission and the method used, as per section 3.2.



Failure to submit the application on time and in the required form will result in exclusion from the process.

3.3. Applications submitted in person at the Registry of the IFMIF-DONES Spain Consortium or through post office branches must be delivered in an open envelope so that they may be dated and stamped by the staff before being registered or sent by certified mail.

3.4. Each application must include:

- 3.4.1. Copy of the qualification required in Annex II to access the position being applied for. Applicants with degrees obtained abroad must submit, within the period established in base 3.2, a copy of the corresponding recognition or homologation certificate of those studies. **(Applicants who do not hold the qualification required in Annex II will be excluded from the selection process).**
- 3.4.2. Supporting documentation for the claimed merits, as outlined in Annex I and organized as indicated in Annex V. If a single document serves to substantiate multiple different merits, it must be included in each relevant section. If a document supporting a merit is not placed in its corresponding documentation section, it may not be considered for that merit, even if it is submitted in another section. The claimed merits must be held by the closing date for submission of applications and must be properly documented in order to be evaluated.
- 3.4.3. Applicant's CV, accompanied by:
 - An up-to-date Social Security employment record certificate issued after the publication date of this call.
 - Any additional documentation supporting the applicant's work experience (e.g., contracts, recommendation letters, job certificates), properly ordered as indicated in Annex V. The CV must clearly align with the job functions and suitability criteria described.
- 3.4.4. Official academic transcript of the degree, including grades by subject.
- 3.4.5. Applicants with a disability equal to or greater than 33% who request time and/or resource accommodation must attach a Technical Medical Report or equivalent valid certification.
- 3.4.6. Those listed under section 2.1.1 and residents in Spain under section 2.1.2.a) are exempt from providing nationality documentation if they authorize the verification of their identity through the national Identity Verification System. All other candidates must attach documentation proving their stated conditions.



3.5. Failure to submit the documentation specified in 3.4.1 along with the application will result in exclusion, although it may be corrected within the time period established in base 4.1.

3.6. Factual material, or arithmetic errors in the application may be corrected at any time, either ex officio or at the request of the applicant.

3.7. By submitting the application, the applicant consents to the processing of their personal data for the purposes of this call in accordance with Organic Law 3/2018, of December 5, on the Protection of Personal Data and Digital Rights, and authorizes the verification or collection of relevant information from public bodies, administrations, or service providers electronically.

3.8. Participation in this call implies that all documents and claimed merits are truthful. IFMIF-DONES Spain may, at any time before or after the evaluation, request the original documents. Failure to provide required documentation or any discovery of falsified information will entitle IFMIF-DONES Spain to take legal action and, if applicable, terminate the contract awarded.

4. Admission of Applicants

4.1. Once the application submission period has ended, the convening body, upon proposal from the Board or the section in charge of reviewing applications at IFMIF-DONES Spain, shall issue a resolution approving the provisional lists of admitted and excluded applicants. This resolution shall be published at [Electronic Office of the IFMIF-DONES Spain Consortium](#), and a period of five (5) working days, starting from the next working day following the publication date, shall be granted for applicants to rectify any errors that led to their exclusion or omission from these lists, by means of the procedures set out in section 3 of these terms and conditions.

This correction period may not be used, under any circumstances, to add, complete, or modify the documentation submitted with the initial application, except for documents submitted by the candidate during this period to correct rectifiable errors.

4.2. Once the correction period mentioned above has ended, any change made will be published in the same locations where the provisional lists were made available.

4.3. The maximum resolution period for the selection process shall be six (6) months.

5. Selection Board

5.1. The Selection Board for this process is specified in Annex III. However, if there are any changes to the information in Annex III, the final composition of the Board and its location shall be made public along with the definitive lists of admitted and excluded applicants and in the same places indicated in section 4.1.

5.2. The Board shall ensure strict compliance with the principle of equal opportunity between sexes, in accordance with Article 14 of the Spanish Constitution.



As a general rule, meetings shall be held in person or via teleconference or videoconference, or in a mixed format, respecting the maximum occupancy limits established for each room by the prevention services. Meetings requiring travel to another location shall be avoided whenever possible, provided technological alternatives such as teleconferencing or videoconferencing can be used.

5.3. The procedures followed by the Board shall at all times comply with the provisions of Law 40/2015, of October 1, on the Legal Regime of the Public Sector.

5.4. The Board shall consider, verify, and assess any issues that may arise during the process, adopting the motivated decisions it deems appropriate.

5.5. Members of the Board must abstain from participating in cases described in Article 23 of Law 40/2015, of October 1.

5.6. Applicants may recuse members of the Board when the circumstances provided in Article 24 of Law 40/2015, of October 1, apply.

5.7. For the purposes of communications and other matters, the Board shall be based at the address indicated in Annex III.

6. Conduct of the Selection Process

6.1. The Board shall publish, in the places indicated in section 4.1, the provisional evaluation of the merits listed in Annex I, indicating the score obtained in each section and the total score. Applicants shall have five (5) working days from the day following publication to submit any comments or claims. Once this period ends, the Board shall publish the final evaluation list, including the proposed selection and, if applicable, reserve candidates.

6.2. The Board may at any time during the process request proof of identity or clarifications regarding the merits claimed. If the Board becomes aware that an applicant fails to meet any of the requirements stated in the call, it must, after hearing the applicant, propose their exclusion to the convening body.

6.3. Applicants may voluntarily withdraw from the process at any time. Such withdrawal shall result in immediate exclusion and forfeiture of any rights to the position(s) for which the applicant has applied.

7. Completion of the Selection Process

7.1. Once the process has been concluded, the Board shall submit to the convening body the list of applicants who have achieved the minimum qualifying score, ordered from highest to lowest, and, if applicable, by candidate preferences. The convening body shall issue a resolution awarding the positions. This resolution shall include the list of candidates who passed the process, in order of score for each position, and the contracts shall be awarded strictly following this order.



This resolution shall be published where the admitted and excluded lists were published, as well as at the Board's headquarters and any other locations deemed appropriate. Selected applicants shall have five (5) working days from the day following publication to present the original documentation proving compliance with the requirements of the call. Failure to submit this documentation within the deadline shall result in the position being declared vacant or awarded to the next highest-scoring candidate.

7.2. The maximum period for formalizing and signing the employment contract shall be twenty (20) working days from the day after publication of the resolution, unless the contract is subject to pending reports or authorizations required by current regulations.

If the contract is not formalized within the deadline, the position will be declared vacant or awarded to the next eligible candidate.

However, a request for extension to formalize the contract may be submitted, subject to the decision of the convening body. If not granted, the selected candidate must join within the originally established deadline.

7.3. No more contracts shall be formalized than the number of positions announced.

7.4. The probationary period is specified for each position in Annex II. If the selected candidate fails to pass the probationary period, based on an evaluation report from competent staff, the contract shall be terminated.

7.5. If after the deadline in section 7.1 the required documentation is not submitted or a resignation is presented, the position may be awarded to the next candidate on the list who meets the requirements and complies with applicable regulations.

7.6. If, after the contract is formalized, an employee resigns or receives a negative performance report during the probationary period, they may be replaced by the next eligible candidate from the list referred to in section 7.1, provided that candidate meets the requirements and applicable regulations.

8. Additional Provisions

This selection process shall be governed by Royal Legislative Decree 5/2015, of October 30, which approves the revised text of the Basic Statute of Public Employees; any applicable provisions of Law 30/1984, of August 2, on measures to reform the Civil Service; the applicable collective labor agreement, if any; all other relevant legislation; and the provisions of this Resolution.

This Resolution may be challenged, optionally, by filing an administrative appeal before the same body that issued it within one (1) month from the date of publication. Alternatively, a claim may be filed before the labor courts within two (2) months, in accordance with Article 2.1(g) of Law 36/2011, of October 10, on the regulation of labor jurisdiction. If an administrative appeal is filed, no court claim may be initiated until a decision is issued or the appeal is deemed rejected.



Electronically signed by the Director of the IFMIF-DONES Spain Consortium.

Ángel Ibarra Sánchez.



INFORMATION ON DATA PROTECTION FOR STAFF RECRUITMENT

SECTION TITLE	BASIC INFORMATION	ADDITIONAL INFORMATION
DATA CONTROLLER	CONSORCIO IFMIF-DONES ESPAÑA	CIF: Q1800796C Address: C/ Gran Vía de Colón 48. C.P. 18010 Granada
DATA PROTECTION OFFICER	AUDITORICER S.L. Calle Vitoria 13, 2 nd floor, left 09004 Burgos 947556640	EMAIL ADDRESS dpd@ifmif-dones.es
PURPOSE	Staff Recruitment	To manage staff recruitment processes, both through open access and internal promotion systems.
		They will be retained for as long as necessary to fulfill the purpose for which they were collected and to determine any potential liabilities arising from that purpose and the processing of the data. The provisions established in the regulations on archives and documentation shall apply.
		To facilitate and speed up the processing of applications, the data contained in them will be pre-recorded. The data included in applications that are not finalized through official submission to the Registry will be deleted once the list of admitted and excluded candidates in the selection process is published.
LEGAL BASIS	Public interest mission / exercise of official authority. Compliance with a legal obligation. Performance of an administrative or contractual relationship.	GDPR: Article 6.1e) – Processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller. GDPR: Article 6.1c) – Processing is necessary for compliance with a legal obligation to which the controller is subject. GDPR: Article 6.1b) – Processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract. Royal Legislative Decree 5/2015, of October 30, approving the revised text of the Basic Statute of Public Employees. Royal Legislative Decree 2/2015, of October 23, approving the revised text of the Workers' Statute.
		The provision of data is a necessary requirement to participate in the process.
RECIPIENTS	Disclosure of data to third parties is planned.	The applicants' data (name, ID number, and, where applicable, disability status) are published in the locations specified in the call. The data of candidates who pass the selection process are also published in the corresponding Official Gazette.
	No disclosures or transfers to third countries are planned.	
RIGHTS	Right to access, rectify, and erase data, as well as other rights set out in additional information.	You have the right to access, rectification, erasure, restriction of processing, and data portability, under the terms set out in Articles 15 to 23 of the GDPR.
		You may exercise all of these rights before the data controller.
		You may exercise all of these rights before the Data Protection Officer.
SOURCE	DATA SUBJECT	You may file a complaint with the Spanish Data Protection Agency. For more information: www.agpd.es
		If the data subject gives consent: State Tax Administration Agency (Agencia Estatal de Administración Tributaria) to verify income level.
		Ministry of Education and Culture to verify academic qualifications.
SOURCE	OTHERS PUBLIC ADMINISTRATIONS	



ANNEX I

Description of the Selection Process



Competition

The selection process will consist of a merit-based competition in which the merits detailed below will be assessed up to a maximum of 100 points. These merits must be related to the functions and tasks associated with the advertised position and must be held by the application deadline.

Professional Merits: Up to a maximum of 45 points

1. Professional experience in positions with duties like those assigned to the position being applied for. (Maximum score: 45 points)

Scoring method: From 0 up to X points per year of experience in positions involving activities like those described in the Job Description. The score will be adjusted based on the candidate's suitability coefficient (which will be calculated by the selection board according to the Suitability Criteria indicated in these terms).

Where:

$$X = 45 \div 2E$$

And:

45 = Maximum score for professional merits

E = Minimum number of years of required experience specified in the Job Description. If no minimum experience is required, E will have a value of 1.

- Means of verification:
 - Supporting documentation of the claimed work experience and the Social Security employment record certificate, issued by the General Treasury of Social Security after the publication of the call.
 - In cases where work has been carried out entirely or partially abroad, appropriate supporting documentation must be provided.

Academic Merits: Up to a maximum of 20 points

By nature, academic merits other than the academic transcript itself will be assessed by the Board based on their relevance to the position, applying quality criteria and in proportion to what is outlined in Annex II under Suitability Criteria and associated duties.

1. Academic qualifications. (Maximum score: 7 points)

This section will assess both the academic transcript of the qualification required by the call and any additional degree that exceeds the required one, or another academic qualification of the same level but relevant to the duties and responsibilities of the position. Alternatively, it may include a different



academic specialization than that required, provided it is related to the role, or having passed a selection process for a civil servant corps, statutory personnel, or permanent public employee position with similar professional classification and functional content to the one advertised. Additionally, the suitability of the applicant's curriculum and studies for the duties of the position may also be evaluated.

1.1. Academic transcript of the required academic qualification. (Up to a maximum of 5 points) The score for this section will be determined using one of two tables, depending on whether the numerical grading scale of the transcript ranges from 0 to 10 or from 0 to 4. If the average grade appears in both scales, the 0 to 10 scale will be used.

Academic transcript grading scale 0 a 10			SCORE
5,1	-	5,49	0,5
5,5	-	5,99	1
6	-	6,49	1,5
6,5	-	6,99	2
7	-	7,49	2,5
7,5	-	7,99	3
8	-	8,49	3,5
8,5	-	8,99	4
9	-	9,49	4,5
9,5	-	10	5

Academic transcript grading scale 0 a 4			SCORE
1,05	-	1,24	0,5
1,25	-	1,49	1
1,5	-	1,74	1,5
1,75	-	1,99	2
2	-	2,24	2,5
2,25	-	2,49	3
2,5	-	2,74	3,5
2,75	-	2,99	4
3	-	3,49	4,5
3,5	-	4	5

- Proof of documentation: A copy of the degree certificates and the official academic transcript showing the courses taken, grades obtained, and the date and exam session in which each course was passed.

1.2. Other academic qualifications different from the required one (of equal or higher level), or successful completion of selection processes in the Public Sector (as defined by Law 39/2015, of October 1, on the Common Administrative Procedure of Public Administrations), that are relevant to the functions and tasks to be performed by the applicant. (Up to a maximum of 1 point per qualification or selection process may be awarded, depending on the level of merit and its relevance to the position, with a maximum of 2 points in this section.)

- Proof of documentation: A copy of the degree certificates or official decisions.



2.- Courses and seminars related to the functions of the position applied for. (Maximum score: 6 points)

Courses and seminars must have a minimum duration of 15 hours and be closely related to the duties to be performed and the Suitability Criteria for the position.

- *Courses and seminars delivered: up to 1 point each, depending on their relevance to the position.*
- *Courses and seminars attended: They will be assessed according to the following scale, taking into account their duration, the level of the course, and their relevance to the position:*
 - 15 to 30 hours: up to 0.4 points
 - 31 to 60 hours: up to 0.8 points
 - 61 to 120 hours: up to 1.2 points
 - 121 to 300 hours: up to 1.6 points
 - More than 300 hours: up to 2 points
- Proof of documentation: photocopy of certificates or diplomas.

3.- Participation in publications and conferences. (Maximum score: 7 points)

- Publications in scientific journals, books or book chapters, technical or advisory reports: up to 0.5 points per contribution, depending on its relevance to the position.
- Contributions to national or international conferences, symposia, workshops, or working groups: up to 0.3 points per contribution, based on the relevance of the event and its alignment with the duties of the position.
- Proof of documentation: a copy of the contribution or equivalent supporting documentation.

Other Merits: Up to a maximum of 5 points, proportionally assessed based on the demonstrated level of relevance and strength of the merit.

- Those specifically indicated as Other Merits in the Job Description (Annex II).

- Proof of documentation: supporting documentation for the merit.

Personal Interview: Up to a maximum of 30 points

This section will evaluate the general profile of the candidate and their suitability for the role. The interview will be conducted in English.

A few minutes may be dedicated to speaking in Spanish at the discretion of the board.



The interview will follow an informational dialogue format. There will be no right or wrong answers; the goal is to obtain personal and professional insights from the candidate to assess their suitability for the position.

The interview will be conducted in two parts: an initial section with specific questions and a second section consisting of an open dialogue to explore the candidate's competencies, attitudes, and interests.

The interview will last a minimum of 10 minutes and a maximum of 30 minutes.

Evaluation criteria

1.- Specific questions (maximum 15 points)

- Questions related to the candidate's education. The evaluation will consider consistency with the CV and the relevance of the acquired knowledge to the position's tasks.
- Questions related to professional experience. The evaluation will consider the suitability and relevance of previous tasks to the functions of the position.

2.- Open dialogue (maximum 15 points)

This open discussion will focus on gathering information about the following aspects:

- Motivation for the position. A high level of motivation and interest in learning and integrating into a dynamic environment will be valued.
- General knowledge of the position's context (IFMIF-DONES, fusion program, European organizations, public consortia, AGE, Science Act, etc.). Evaluation will consider the degree of familiarity with the context and understanding of key high-level objectives.
- Current knowledge of the specific field relevant to the position. Evaluation will consider how up-to-date the candidate is on relevant topics and recent developments in the area.

Interview Evaluation Report

After the interview, the Board will issue an Interview Evaluation Report including the following sections:

- Specific criteria used to determine the presence or absence of gaps in each of the competencies under evaluation. The assessment will refer to the type of



behavior or response from the candidate considered to reflect possession or lack of the respective competency. These criteria will be defined by the board before the interview, based on the Evaluation Criteria stated earlier in this section.

- A list of the questions asked and a summary or general interpretation of the candidate’s responses, including any notable observed behaviors.
- An assessment of those responses and behaviors, reflecting how positively or negatively they align with the applicable evaluation criteria.

A minimum score of 50 points is required to pass the competitive selection process.

In the event of a tie, the ranking will be determined according to the following criteria:

- a) Number of days of professional experience in positions of the same professional classification and, if applicable, specialization, with duties and responsibilities identical to those of the advertised position.
- b) Number of days of professional experience in higher classification positions with similar duties to those of the advertised position.
- c) Number of days of professional experience in lower classification positions with similar duties to those of the advertised position.



ANNEX II

Description of the Positions



Job tittle		
IFMIF/84		
Group	Subgroup	Level
II	A	1
Clasification		
Department/Section	QA/QC Department	
Professional Category	II-A-1	
Requirements		
Required Qualification	Degree in Engineering, Environment, or similar.	
Required Experience	At least 8 years of professional experience.	
Suitability Criteria for the Position	• Experience in QA/QC in engineering and construction projects. • Experience in implementing and managing ISO9001, ISO14001, and other national and international standards. • Experience in interpreting plans and technical documents and in the use of digital tools applied to quality management. • Experience in the application of inspection procedures. • Experience in the development of quality plans. • Experience in non-conformity management. • Proven ability to communicate effectively with multidisciplinary teams in international environments.	
Other Merits	• Experience in industrial and civil engineering projects • Experience in international projects. • Accreditations or certifications in regulations related to the position • Experience in quality systems for large scientific facilities or others of similar complexity • Specific training in aspects directly related to those listed in the job description.	
Required Language	Spanish and English (will be assessed during the interview)	
Province	Granada	



Job description:

As part of the QA/QC Department, the profile will play a key role in ensuring that work is carried out in accordance with quality standards, ensuring traceability, regulatory compliance, and project success in all phases.

The duties to be performed include participation in the IFMIF-DONES Scientific Infrastructure Envelope Primary Structures and Installations Project (DONES-TOPS) and/or the Foundations and Primary Structures of the IFMIF-DONES Scientific-Technical Infrastructure Envelope Project (DONES-BASE) through the following activities:

Quality Assurance (QA) Activities;

- Design and monitoring of the Project Quality Plan.
- Review of technical specifications, regulations, and customer requirements.
- Internal and external audits to verify compliance with the quality management system.
- Document management: version control, traceability of technical documents, and quality records.
- Evaluation and approval of suppliers and contractors.
- Training of personnel in quality procedures and best practices.
- Risk management and root cause analysis to prevent failures.

Quality Control (QC) activities;

- Inspection of materials and equipment upon receipt (certificates, technical conformity).
- Supervision of manufacturing, assembly, and testing processes (welding, non-destructive testing, alignment, cleaning, etc.).
- Dimensional and functional verification of critical components.
- Control of special processes: vacuum, cryogenics, radiation, high precision, etc.
- Management of non-conformities (NCRs) and follow-up of corrective actions.
- Participation in acceptance tests (FAT, SAT, commissioning).
- Preparation of technical inspection and quality reports.



	esDONES-00-25-0063 CALL FOR APPLICATIONS FOR PERMANENT EMPLOYMENT IN THE FRAMEWORK OF THE IFMIF-DONES PROJECT SCIENTIFIC-TECHNICAL ACTIVITIES MODALITY 2025 (Technologies and Operation of IFMIF-DONES) IFMIF/84	 
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Contract duration: Permanent

Probationary period: 6 months

Code: IFMIF/84

No. of positions: 1.

Annual basic remuneration distributed over 14 payments: 46,678.50 EUR (gross salary)

Annual basic remuneration in accordance with the salary tables in force at the date of publication of the call.
If any salary increase is applied to those tables after the date of publication, such an increase shall be applied at the time of formalizing the contract corresponding to the position.



ANNEX III

SELECTION COMMITTEE

POSITION CODE:

IFMIF/84

MAIN SELECTION COMMITTEE

CHAIRPERSON: Moisés Weber Suárez (IFMIF-DONES España)

COMMITTEE SECRETARY: Nani García Fernández (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 1: María Luque Porras (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: Juan Cantero Corpas (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: Aurora Ortega Moral (IFMIF-DONES España)

ALTERNATE SELECTION COMMITTEE

CHAIRPERSON: Rafael Esteban López (IFMIF-DONES España)

COMMITTEE SECRETARY: Gloria Velasco Jiménez (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 1: Iván Podadera Aliseda (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: José Aguilar Medina (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: Nuria Rodríguez (F4E)

VENUE OF THE SELECTION COMMITTEE

LOCATION: Consorcio IFMIF-DONES España

ADDRESS: Calle Gran Vía de Colón núm. 48, 18010 (Granada)

EMAIL ADDRESS: call4positions@ifmif-dones.es



ANNEX IV

AUTHORIZATION MODEL FOR THIRD PARTIES.

In the event that the application is submitted through any means other than the Electronic Headquarters of the IFMIF-DONES Spain Consortium, the authorization form will be available for download on the website: www.ifmif-dones.es



ANNEX V

APPLICATION FOR PARTICIPATION.

In the event that the application is submitted through any means other than the Electronic Headquarters of the IFMIF-DONES Spain Consortium, the authorization form will be available for download on the website: www.ifmif-dones.es



ANNEX IX

RESPONSIBLE DECLARATION FOR STAYS IN JAPAN

In the event that the application is submitted through any means other than the Electronic Headquarters of the IFMIF-DONES Spain Consortium, the authorization form will be available for download on the website: www.ifmif-dones.es

