

	Expte.245/2025 RECRUITMENT OF PERMANENT STAFF UNDER THE IFMIF-DONES PROJECT FOR STATE, REGIONAL AND LOCAL PUBLIC SECTOR PERSONNEL IFMIF/70	 
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Call for the Recruitment of Permanent Staff under the IFMIF-DONES Project IFMIF/70

Call for applications for state, regional and local sector personnel 2025

(For personnel with a pre-existing, permanent employment relationship
in the State, regional and local public sector)

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Resolution of the Management of IFMIF-DONES España announcing a selection process for the recruitment of 1 permanent staff position for candidates with a pre-existing, permanent employment relationship in the State, regional and local public sector, in accordance with the provisions of Additional Provision Twenty-Third on the Recruitment of Staff in Public Sector Consortia, of Law 31/2022, of December 23, on the General State Budget for 2023.

In accordance with the Joint Resolution of the Secretariats of State for Budget and Expenditure and for Public Administration, dated February 28, 2023, approving instructions on the procedures for authorization and reporting in human resources matters for entities of the State, regional and local public sector, Section 6 (PROCEDURE FOR THE AUTHORIZATION OF THE RECRUITMENT OF PERMANENT STAFF) states: “The recruitment of civil servants, statutory or labor personnel, with a pre-existing permanent employment relationship in the public sector, in the entities referred to in Additional Provision 23 of the General State Budget Law, shall not require prior authorization.”

As established in Additional Provision Twenty-First, Section 1.3 of the 2023 General State Budget Law, contracts entered into under this provision—whether concerning civil servants, statutory or labor personnel with a pre-existing permanent employment relationship in the state, regional, and local public sector—shall confer the right to maintain any seniority-related pay supplements previously received, which shall be updated in accordance with the provisions of successive General State Budget Laws.

The IFMIF-DONES España Consortium was established pursuant to the cooperation agreement between the Ministry of Science and Innovation and the Regional Ministry of Economy, Knowledge, Enterprise and University of the Autonomous Community of Andalusia, signed in Granada on June 9, 2021.

It comprises the General State Administration, through the Ministry of Science, Innovation and Universities—its parent body—and the Autonomous Community of Andalusia, through the Regional Ministry of University, Research and Innovation, under the provisions of Article 47.2 of Law 40/2015, of October 1, on the Legal Regime of the Public Sector, and other applicable regulations.

It is constituted as a non-profit public legal entity, integrated by the General State Administration, through the Ministry responsible for scientific research, and the Administration of the Government of Andalusia, through the Regional Ministry responsible for scientific research. It has its own legal personality and full capacity to fulfill its specific objectives.

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

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Its purpose is to manage the economic, technical, and administrative cooperation of the entities involved for the construction in Spain of the scientific-technical infrastructure for the irradiation of fusion materials: International Fusion Materials Irradiation Facility – Demo Oriented Neutron Source (IFMIF-DONES). It will also assume the obligations assigned to Spain as the host country of this international infrastructure. In addition, it may promote and participate in R&D&I projects in the field of fusion and other related fields of science and technology, particularly those included in the European fusion roadmap.

The recruitment processes of IFMIF-DONES España are governed by the general rules on public administration recruitment, pursuant to Article 100 of Law 40/2015, of October 1, and the specifications applicable to public research bodies set out in Law 14/2011, of June 1, on Science, Technology and Innovation.

Also applicable are: Royal Decree-Law 8/2022, of April 5, adopting urgent measures in the field of labor recruitment in the Spanish Science, Technology and Innovation System; the consolidated text of the Basic Statute for Public Employees approved by Royal Legislative Decree 5/2015, of October 30; Law 20/2021, of December 28, on urgent measures to reduce temporary employment in the public sector; the consolidated text of the Workers' Statute Law, approved by Royal Legislative Decree 2/2015, of October 23; Royal Decree-Law 32/2021, of December 28, on urgent measures for labor reform, ensuring employment stability and transforming the labor market; the General Regulations for the entry of personnel into the General State Administration and for 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 labor personnel; the Joint Instruction of the Secretariats of State for Finance and Budgets and for Public Administration, of November 17, 2010; Law 14/2011, of June 1, on Science, Technology and Innovation; Royal Decree 203/2021, of March 30, approving the Regulations on the operation and functioning of the public sector by electronic means; and all other applicable legislation in force.

The Management of the IFMIF-DONES España Consortium resolves to launch a selection process for the recruitment of one permanent staff position, under the terms set out in the following call.

This call shall uphold the principle of equal treatment between women and men in access to public employment, in accordance with Article 14 of the Spanish Constitution, Organic Law 3/2007, of March 22, for the effective equality of women and men, as well as the Resolution of December 29, 2020, of the Secretary General for Public Administration, publishing 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 affiliated or dependent public bodies.

The call shall also observe the provisions of the Resolution of the Secretary of State for Public Administration, of September 15, 2021, on the review of COVID-19 measures applicable in the General State Administration in light of the evolving health situation and vaccination progress,

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and the Framework Resolution of the Undersecretariat of Science and Innovation, of September 20, 2021, applying said resolution to the central services of the Ministry of Science and Innovation and its linked, dependent, or affiliated bodies and entities.

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)*.

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CALL FOR APPLICATIONS-TERMS AND CONDITIONS

1. General Provisions

1.1. The present call is made under the authorization with REF: 250156, issued on May 21, 2025, by the Directorate-General for Public Service, following the mandatory report from the Secretariat of State for Budgets and Expenditure regarding the budgetary impact, in application of the provisions set forth in section One.3 of the twenty-third additional provision of Law 31/2022, of December 23, on the General State Budget for the year 2023, and in the Joint Resolution of the Secretariats of State for Budgets and Expenditure and for Public Service, dated February 28, 2023, which approves instructions on the procedures for authorization and reporting in matters of human resources for entities within the state, regional, and local public sector.

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 hereby announced for the award of 1 full-time, permanent employment contracts, not subject to a collective agreement, in the professional categories listed in Annex II.

1.3. The contracts shall be of indefinite duration in accordance with provision 1.2.

In all cases, the individual contracts signed shall be expressly linked to the corresponding research line, scientific-technical service line, project, commission, applicable agreement, or other instrument that gives rise to and supports the position(s) announced. The contracts shall be terminated upon the conclusion of these instruments—whether on the scheduled end date, the date of any extension, or an earlier termination if applicable. Under no circumstances may the signed contract be used for the performance of a function or project other than the one specified in the call.

1.4. Grounds for termination of the contract include: the causes outlined in provision 1.3 above; lack of sufficient financial availability; resignation of the employee; failure to pass the probationary period; or any other lawful grounds stipulated in the contract.

1.5. Remuneration:

Remuneration shall be composed of basic salary (as indicated in Annex II) and supplementary salary (as provided for in the IFMIF-DONES España salary tables). These amounts represent the maximum possible remuneration and are subject to the availability of adequate and sufficient budgetary funding for the relevant fiscal year and the corresponding authorizations.

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1.6. The selection process will be conducted through a single-phase competitive evaluation (merit-based selection), as set out in Annex I. The award of the positions under this call shall be carried out through an open, competitive process in accordance with the principles of publicity, transparency, objectivity, equality and non-discrimination, as well as effectiveness in achieving set objectives and efficiency in the allocation and use of public resources.

1.7. The description of the positions offered, and their respective duties are detailed in Annex II of this call.

2. Requirements for Applicants

To be admitted to the selection process, applicants must meet the following participation requirements on the closing date for submission of applications, and must continue to meet them until the employment contract is formalized:

2.1. Nationality:

2.1.1. Be a Spanish national.

2.1.2. The following individuals may also participate on equal terms with Spanish nationals, except for those public employment positions that involve, directly or indirectly, the exercise of public authority or the safeguarding of the general interests of the State and Public Administrations:

- a) Nationals of member states of the European Union.
- 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 21 years of age or older if dependent may also participate under the same conditions.
- c) Persons covered by international treaties entered into by the European Union and ratified by Spain that provide for the free movement of workers.
- d) Foreign nationals who are legally residing in Spain.

Applicants not residing in Spain who fall under sections b), c), or d) must include with their application documents that prove the conditions they claim.

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.

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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.

2.6. Employment Status: Must have a pre-existing, permanent employment relationship in the State, regional and local public sector.

3. Applications

3.1. Participation in this selection process requires submission of a duly completed application form, using the template in Annex V of these terms. It is mandatory to correctly indicate the position/contract code in Annex V and to list all claimed merits. Failure to correctly identify the position code or to list merits in the designated section may result in disqualification or omission of those merits in the evaluation.

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 required qualification listed in Annex II. Applicants with foreign degrees must attach a copy of the official recognition of the qualification within the period specified in section 3.2. **(Applicants who do not meet this requirement will be excluded)**

3.4.2. Supporting documentation for the claimed merits, as detailed in Annex I and organized according to Annex V. If a document supports multiple merits, it must be included in each relevant section. Merits not properly documented or placed may not be evaluated. All merits must be held as of the closing date of the application period.

3.4.3. The applicant's curriculum vitae, accompanied by:

An up-to-date Social Security employment record certificate issued after the publication date of this call.

Any other documents the applicant considers relevant to prove work experience (e.g., employment contracts, reference letters, duty certificates), organized as per Annex V.

The CV must be structured to highlight aspects relevant to the job functions and position suitability criteria.

3.4.4. Academic transcript of the degree (including grades per subject).

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3.4.5. Applicants with a recognized disability of 33% or more who require accommodations must attach a Technical Medical Report issued by the official evaluation body or a valid equivalent certificate.

3.4.6. Applicants listed in section 2.1.1 and foreign residents in Spain under section 2.1.2.a) are exempt from submitting proof of nationality if they authorize identity verification through the Identity Data Verification System. All other candidates must attach documents proving the claimed conditions.

3.5. Failure to submit the required qualification documentation indicated in 3.4.1 will result in exclusion, although it may be rectified within the period specified in section 4.1 of this call.

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

3.7. Submission of the application implies consent to the processing of personal data for the purposes of managing the call, under Organic Law 3/2018, of December 5, on the Protection of Personal Data and the guarantee of digital rights, as well as consent for relevant data to be verified electronically with other authorities or service providers.

3.8. Submission of the application constitutes a declaration that the submitted documents and claimed merits are truthful. IFMIF-DONES España may request the original documentation at any stage before or after evaluation. Failure to provide such documentation, or discovery of any falsification, will entitle the Consortium to take appropriate legal action and, where applicable, terminate the contract if the candidate has already been selected.

4. Admission of Applicants

4.1. Once the application submission period has ended, the convening body, based on the proposal of the Board or the section responsible for reviewing applications at IFMIF-DONES España, shall issue a resolution declaring the provisional lists of admitted and excluded applicants. This resolution shall be published at [Electronic Office of the IFMIF-DONES Spain Consortium](https://www.ifmif-dones.es) and will indicate a five (5) business day period, starting from the day following publication, during which applicants may correct the cause of their exclusion or omission from the lists, using the methods described in section 3 of these terms.

This correction period may not be used to add, supplement, or modify documentation submitted with the initial application, except for documents intended to correct correctable defects.

4.2. Once the correction period has ended, any change made will be published in the same locations as the provisional lists of admitted and excluded candidates.

4.3. The maximum duration for resolving the selection process shall be six (6) months.

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5. Selection Committee

5.1. The Selection Committee responsible for this process is listed in Annex III. If any modifications occur in the information provided in said annex, the final composition and location of the committee will be published along with the final list of admitted and excluded applicants, and in the same locations indicated in section 4.1.

5.2. In accordance with Article 14 of the Spanish Constitution, the Selection Committee shall ensure strict compliance with the principle of equal opportunities between women and men.

Meetings will generally be held in person, via audio or video conference, or in hybrid format, respecting room capacity limits established by occupational health and safety services. When feasible, travel to other locations will be avoided in favor of using technological tools.

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

5.4. The committee is responsible for evaluating, verifying, and ruling on any incidents that may arise during the selection process, making the necessary reasoned decisions.

5.5. Committee members must abstain from participating in situations covered under Article 23 of Law 40/2015, of October 1.

5.6. Applicants may challenge committee members under the circumstances outlined in Article 24 of Law 40/2015, of October 1.

5.7. For communication and related matters, the committee's headquarters will be as indicated in Annex III.

6. Conduct of the Selection Process

6.1. The committee will publish, in the locations specified in section 4.1, a provisional assessment of the merits listed in Annex I, including individual and total scores. Applicants will have five (5) business days from the day after publication to submit relevant claims or corrections. Once this period ends, the committee will publish the final list of evaluated applicants, including the proposed selection and, where applicable, reserve candidates.

6.2. The committee may request, at any point, documentation verifying the identity of applicants or clarification regarding any claimed merits. If the committee becomes aware that an applicant does not meet the established requirements, it shall propose their exclusion to the convening body after granting the applicant a hearing.

6.3. Applicants may withdraw from the selection process at any time. Such withdrawal will result in immediate exclusion and forfeiture of any rights acquired or that could be acquired with respect to the position(s).

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7. Completion of the Selection Process

7.1. Once the process has been concluded, the Selection Committee shall submit to the convening body the list of applicants who have achieved at least the minimum required score, ranked from highest to lowest, and considering the preferences expressed by the candidates, if applicable. The convening body shall issue a resolution awarding the positions, with the contracts offered strictly in order of score.

This resolution will be published in the same locations as the lists of admitted and excluded candidates and at the committee's headquarters. Selected applicants will have five (5) business days from the day after publication to submit original documentation proving compliance with the call's requirements and applicable regulations. Failure to do so will result in the position being declared vacant or awarded to the next highest-scoring applicant.

7.2. The maximum deadline for joining the position and formalizing the employment contract shall be 20 business days from the day following publication of the resolution, unless the contract is subject to required reports or authorizations. If the candidate fails to join within this period, the position will be declared vacant or awarded to the next eligible candidate.

A request for extension of the incorporation deadline may be submitted, subject to approval by the convening body. If not granted, the candidate must join before the end of the maximum period.

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

7.4. The probationary period shall be as specified for each position in Annex II. If the candidate fails to pass this period, based on a report from competent staff, the contract will be terminated.

7.5. If the selected candidate fails to meet the requirements within the deadline specified in section 7.1 or submits a resignation, the position may be awarded to the next eligible applicant from the list mentioned in section 7.1, provided they meet all applicable requirements.

7.6. If, after the contract is formalized, a hired employee leaves the position or receives a negative performance report during the probationary period, they may be replaced by the next eligible candidate on the list, if they meet all applicable requirements.

8. Additional Provisions

This selection process shall be governed by the consolidated text of the Basic Statute for Public Employees, approved by Royal Legislative Decree 5/2015, of October 30; the applicable provisions of Law 30/1984, of August 2, on measures for the reform of the civil service; the applicable collective labor agreement, if any; and all other applicable legislation and the provisions of this resolution.

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This resolution may be challenged by filing, on an optional basis, an administrative reconsideration appeal before the same body that issued it, within one month of its publication, or alternatively, by lodging a judicial appeal before the Labor Court within two months, in accordance with Article 2.1.g) of Law 36/2011, of October 10, regulating labor jurisdiction. If an administrative reconsideration appeal is submitted, a judicial appeal may not be filed until that appeal is expressly resolved or presumed rejected.

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

Ángel Ibarra Sánchez.

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Personal Data Protection Information for Personnel Selection



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.
		You may file a complaint with the Spanish Data Protection Agency. For more information: www.agpd.es
SOURCE	DATA SUBJECT	If the data subject gives consent: State Tax Administration Agency (Agencia Estatal de Administración Tributaria) to verify income level.
	OTHERS PUBLIC ADMINISTRATIONS	Ministry of Education and Culture to verify academic qualifications.

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ANNEX I

Description of the Selection Process

Merit-Based Competition

The selection process shall consist of a merit-based competition in which the merits detailed below shall be evaluated, up to a maximum of 100 points, and must be related to the functions and tasks to be performed in the advertised job position. These merits must be held as of the closing date of the application submission period:

Professional Merits: Up to a maximum of 45 points

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

- Scoring method: From 0 up to X points for each year of experience in positions involving activities like those described in the Job Description, scored according to the applicant's Job Suitability Coefficient (which shall be calculated by the Selection Committee based on the Job Suitability Criteria set out in these terms).

Where X is: $45 \div 2E$

Where:

45: maximum score for professional merits

E: number of minimum years of experience required in the job description form.

If no minimum experience is required, E shall 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

Due to their nature, academic merits other than the academic transcript itself shall be assessed by the Selection Committee according to their relevance to the position, based on quality criteria, and as indicated in Annex II under Job Suitability Criteria and Functions to be Performed, in a proportional manner.

1.- **Academic Degrees. Maximum score:** 7 points.

This section will assess both the academic transcript corresponding to the academic qualification required in the call, as well as the possession of any other degree higher than the one required in the call, or another academic qualification of the same educational level as the one required, but

appropriate to the functions and tasks to be performed by the applicant, or, where applicable, an academic specialization different from the one required to participate in this selection process, but related to the functions and tasks of the position to be filled, or having passed a competitive selection process for access to a body, scale of civil servant, statutory staff, or as permanent labor personnel in a position with a professional classification and functional content similar to those of the position being applied for. The relevance of the applicant's curriculum and studies to the functions and tasks to be performed may also be assessed.

1.1.- Academic transcript of the required academic qualification. (It will be evaluated up to a maximum of 5 points). To determine the score for this section, one of two tables will be used depending on whether the transcript grading scale is from 0 to 10 or from 0 to 4. If the academic transcript includes the average grade in both scales, the 0 to 10 numerical 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

- Means of verification: A copy of the academic degrees and the academic certification of the grades obtained (official academic transcript), which must include the subjects taken, the grades obtained, and the date and examination session in which each subject was passed.

1.2.- Other academic degrees different from the one required (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), relevant to the functions and tasks to be performed by the applicant. (Up to a maximum of 1 point will be awarded per degree or selection process, depending on the merit level and its relevance to the position, with a maximum of 2 points to be awarded in this section.)

- Means of verification: A copy of the degrees or official resolutions.

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 activities to be performed and the Job Suitability Criteria.

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

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

- Publications in scientific journals, books or book chapters, technical and advisory reports: up to 0.5 points per contribution, based on its relevance to the position.
- Contributions to national or international congresses, conferences, workshops, or working groups: up to 0.3 points per contribution, depending on the importance of the event and its relevance to the position.
- Means of verification: Copy of the contribution or equivalent supporting documentation.

Other Merits: Up to a maximum of 5 points, awarded proportionally, based on the proven level of suitability and the relevance of the merit.

-Those explicitly listed as “Other Merits” in the Job Description in Annex II.

- Means of verification: Supporting documentation for the merit claimed.

Personal Interview: Up to a maximum of 30 points

This section will assess the candidate’s overall profile, evaluating their suitability for the duties to be performed. The interview will be conducted in English.

A few minutes may be devoted to conversation in Spanish at the discretion of the Selection Committee.

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The interview will be conducted in an informative dialogue format. There will be no “correct” answers, but rather the aim is to obtain personal and professional information from the candidate in order to assess their suitability for the position.

The interview will be conducted in two parts, the first part consisting of specific questions and the second part as an open conversation with the candidate to explore their skills, attitudes, and interests in greater depth. The interview will last a minimum of 10 minutes and a maximum of 30 minutes.

Evaluation Criteria

1.- Specific questions (maximum 15 points)

- Questions about the candidate’s academic background. The consistency with the CV and the relevance of the acquired knowledge to the duties of the position will be assessed.
- Questions about professional experience. The adequacy and relevance of the tasks performed in relation to those of the position will be evaluated.

2.- Open dialogue (maximum 15 points)

This open dialogue will focus on gathering information from the candidate on the following aspects:

- Motivation for the position. A high level of motivation and strong interest in learning and integrating into a dynamic environment will be valued.
- General knowledge of the position’s field (IFMIF-DONES, fusion programme, European bodies, public consortia, General State Administration, Science Act, etc.). The candidate’s understanding of the context and main high-level objectives will be evaluated.
- Knowledge of current affairs in the specific area of the position. The candidate’s up-to-date understanding of relevant topics and recent developments will be assessed.

Interview Evaluation Report

At the end of the interview, the Selection Committee will issue an Interview Evaluation Report including the following sections:

- The specific criteria used to assess whether the candidate meets each of the competencies evaluated, including a description of the behaviors or responses considered indicative of possession or lack of such competencies. These criteria shall be determined by the

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Committee prior to the interview and based on the Evaluation Criteria set out above.

- A list of the questions asked and a summary or general interpretation of the candidate's responses, as well as any observed behaviors deemed relevant.
- An assessment of the candidate's responses and behaviors and how positively or negatively they reflect the evaluation criteria applied.

To pass the merit-based competition, candidates must obtain a minimum score of 50 points.

In the event of a tie, the order of priority shall be established based on the following criteria:

- a) Number of days of professional experience in job positions of the same professional classification and, where applicable, specialty, with duties and tasks equal to those of the position applied for.
- b) Number of days of professional experience in positions of higher classification, with duties and tasks like those of the position applied for.
- c) Number of days of professional experience in positions of a lower classification, with duties and tasks like those of the position applied for.

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ANNEX II

Description of the Positions

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Job Tittle		
Personal Científico-Técnico Superior Senior (Code:IFMIF/70)		
Group	Subgroup	Level
II	A	1
Clasification		
Department/Section	Facilities Management Office	
Proffesional Category	II-A-1 Personal Científico-Técnico Superior Senior	
Requeriements		
Required Qualification	PhD in Chemistry, Physics, Engineering or a related field	
Required Experience	At least 15 years of professional experience	
Suitability Criteria for the Position	• Experience in dosimetry and radiochemistry • Experience in liquid metal chemistry • Experience in mass spectrometry	
Other Merits	• Proven ability to interact with people from different cultures to find technical solutions to complex problems • Experience with large national and international scientific facilities related to particle accelerators, nuclear fission or fusion • Experience in radioactive facilities	
Required Language	Spanish and English (will be assessed during the interview)	
Province	Granada	

Job description:

The IFMIF-DONES scientific infrastructure is beginning its construction in Escúzar (Granada), with a highly relevant role played by the IFMIF-DONES Spain Consortium. Given the characteristics of the facility, its development and future operation require the definition of

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safety requirements for its numerous systems and components, as well as the development of operational procedures to ensure the protection of workers, the public, and the environment. One of the most distinctive features of the facility is the use of a large-scale liquid lithium loop. Operating this loop requires the development of methodologies and techniques for characterizing its impurity content, as well as the management of dissolved compounds subjected to activation. Additionally, radiological characterization plans and dosimetric studies must be carried out within the facility and its surroundings to support the development of appropriate radiological protection procedures. Your main duties include:

- Contribution to the engineering design of IFMIF-DONES safety systems.
- Contribution to the design of lithium impurity control systems.
- Development and monitoring of radiological characterization and dosimetric plans
- Development of operational procedures and emergency plans.
- Development of procedures for radioactive waste management and transport of activated samples.
- Handling of project documentation and preparation of safety reports and manuals for licensing and operation of the facility.
- Management and monitoring of technical assistance contracts.
- Publication and dissemination of results.

Contract duration: Permanent

Probationary period: 6 months

Code: IFMIF/70

Number of positions: 1

Annual basic salary distributed over 14 payments: 46.678,50 EUR (gross salary)

The annual basic salary will be established in accordance with the salary tables in force at the time of publication of the call. Should any salary increases be applied to these tables after the publication date, such increases will be reflected in the formalization of the employment contract corresponding to the position.

ANNEX III

SELECTION COMMITTEE

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POSITION CODE:

IFMIF/70

MAIN SELECTION COMMITTEE

CHAIRPERSON: Moisés Weber Suárez (IFMIF-DONES España)

COMMITTEE SECRETARY: Iván Podadera Aliseda (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 1: Jorge Maestre Heredia (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: María Luque Porras (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: Almudena Díez Gil (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: Claudio Torregrosa Martín (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: Inmaculada Molina Vílchez (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: Celia Carvajal Almendros (IFMIF-DONES España)

VENUE OF THE SELECETION COMMITTEE

LOCATION: UGR-DONES Building

ADDRESS: Avenida de Incar 31, CITAI Parque Metropolitano, 18130, Escúzar, Granada

EMAIL ADDRESS: call4positions@ifmif-dones.es

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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

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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

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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