

CALL FOR THE HIRING OF PERMANENT STAFF WITHIN THE FRAMEWORK OF THE IFMIF-DONES PROJECT. IFMIF/121

Resolution of the IFMIF-DONES Spain Directorate convening a selection process for the formalization of 1 indefinite-duration contract through a competitive process.

The IFMIF DONES Spain Consortium is established under the collaboration agreement between the Ministry of Science and Innovation and the Ministry of Economy, Knowledge, Enterprises, and Universities of the Autonomous Community of Andalusia, signed in Granada on June 9, 2021. It is formed by 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 Universities, Research, and Innovation, under the provisions of Article 47.2 of Law 40/2015 of June 1, on the Legal Regime of the Public Sector and other regulations governing this type of entity.

It is constituted as a non-profit public law entity, integrated by the General State Administration, through the competent Ministry in scientific research, and by the Andalusian Government, through the Ministry competent in scientific research. It has its own legal personality and full capacity to fulfill its specific objectives.

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

Its purpose is to manage the economic, technical, and administrative collaboration of the entities that comprise it for the construction in Spain of the scientific-technical irradiation infrastructure of fusion materials, "International Fusion Materials Irradiation Facility-Demo Oriented Neutron Source" (IFMIF-DONES). It will fulfill Spain's obligations as the host country of the international infrastructure. Additionally, it may promote and participate in R&D&I projects in the field of fusion and other areas of science and technology, particularly those included in the European fusion roadmap.

The recruitment processes of IFMIF-DONES Spain are governed by the general contracting rules of Public Administrations, in accordance with Article 100 of Law 40/2015 of October 1, and the specifications for public research bodies included in Law 14/2011 of June 1, on Science, Technology, and Innovation.

The following are also applicable: Royal Decree-Law 8/2022 of April 5, which adopts urgent measures in the field of labor contracting within the Spanish Science, Technology, and Innovation System; Royal Legislative Decree 5/2015 of October 30, which approves the revised text of the Statute of Public Employees; Law 20/2021 of December 28, on urgent measures for reducing 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, ensuring job stability, and transforming the labor market; the General Regulations for the recruitment of personnel in the service of the General State Administration and the provision of positions and professional promotion of Civil Servants, 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 selecting temporary labor personnel; the joint instruction of the Secretariats of State for Finance and Budget 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 Regulations for the operation and functioning of the public sector by electronic means, and other applicable current regulations.

The Directorate of the IFMIF-DONES Spain Consortium agrees to convene a selection process to fill one position for permanent labor staff, for which the call's terms are approved as follows. This call will comply with the principle of equality of 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, and with the Resolution of December 29, 2020, of the General Secretariat of Public Administration, which publishes the Agreement of the Council of Ministers of December 9, 2020, approving the III Gender Equality Plan in the General State Administration and its Public Entities.

It will also observe the provisions of the Resolution of the Secretary of State for Public Function regarding the review of COVID-19 measures to be adopted in the General State Administration based on the evolution of the health situation and the progress of vaccination, of September 15, 2021, and in the Framework Resolution of the Undersecretariat for Science and Innovation, of September 20, 2021, for the application to the central services of the Ministry of Science and Innovation and the attached and dependent 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)*.

CALL FOR APPLICATIONS-TERMS AND CONDITIONS

1.- General Provisions

1.1.- This call is made under the authorization REF: 250208 issued pursuant to the Resolution of the Directorate-General for the Civil Service dated 8 July 2025, authorizing IFMIF-DONES Spain Consortium for the formalization of two indefinite contracts in the IFMIF-DONES Spain Consortium, charged to the advance replacement rate of 2026, according to article 20.Tres and the twenty-third additional provision of Law 31/2022, of 23 December, of the General State Budget for 2023 (extended to 2025).

The bases of this call also comply with the criteria set out in the Resolution of the Secretary of State for the Civil Service of 11 April 2022 and in Royal Decree-Law 6/2023 of 19 December, guaranteeing the principles of free competition, equality, publicity, merit and ability.

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 contract, not subject to a collective agreement, in the professional categories listed in Annex II.

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

In all cases, the various contracts signed will be expressly linked to the research line, the scientific-technical services line, the project, the assignment, the applicable agreement, or any other instrument that gives rise to and supports the position(s) being called. They will terminate on their expiration date, whether it be the planned date, the extension date if any, or earlier if the project ends before the expected date. In no case shall the contract be used for any other purpose than the one outlined in the call.

1.4.- The reasons for the termination of the contract are: those mentioned in clause 1.3 above, lack of sufficient financial availability, resignation, failure to pass the probationary period, and any other valid reasons outlined in the contract.

1.5.- The remuneration will be:

The remuneration will be divided into basic remuneration (as indicated in Annex II) and supplementary remuneration (as outlined in the salary tables of IFMIF-DONES Spain). These remunerations will be maximum and subject to the availability of sufficient budgetary credit for the fiscal year in question and the corresponding authorizations.

1.6.- The selection process will be conducted through a one-phase competition, as outlined in Annex I. The allocation of positions in this call will be made in a competitive process and applying the principles of publicity, transparency, objectivity, equality, and non-discrimination, as well as those of effectiveness in meeting the established objectives and efficiency in the allocation and use of public resources.

1.7.- The description of the positions being called and their functions are detailed in Annex II of this call.

2.- Eligibility Requirements

To be admitted to the selection process, applicants must meet the following participation requirements by the end of the application submission deadline and maintain them until the employment contract is formalized:

2.1.- Nationality:

2.1.1.- Be a Spanish national.

2.1.2.- Nationals of EU member states may also participate under the same conditions as Spanish nationals, except for public jobs that directly or indirectly involve the exercise of public power or the safeguarding of the general interests of the state and the Public Administrations:

- a) Nationals of European Union Member States.
- b) The spouse of Spanish nationals and nationals of other EU Member States, regardless of their nationality, as long as they are not legally separated. Similarly, under the same conditions, their descendants under 21 years of age or older if dependent.
- c) Persons included under the scope of application of the international treaties signed by the EU and ratified by Spain, in which free movement of workers applies.
- d) Foreigners who are legally residing in Spain.

Applicants not residing in Spain, as outlined in section b), as well as those included in sections c) and d), must submit documents verifying their claims along with their application.

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.- Participation in this selection process requires the submission of the completed participation application, according to the model in Annex V attached to these bases. It is mandatory to identify the contract/position code in this Annex V, as well as to list all the merits being claimed. Failure to identify the correct code and failure to list the merits in this Annex V may lead to exclusion.

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, 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](#) 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.

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 contract 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.

Moisés Weber Suárez

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.	GDPR: Article 6.1 e) – 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.
	Compliance with a legal obligation. Performance of an administrative or contractual relationship.	GDPR: Article 6.1 c) – Processing is necessary for compliance with a legal obligation to which the controller is subject. GDPR: Article 6.1 b) – 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.
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.

ANNEX I

Description of the Selection Process

Competition

IFMIF-DONES España C/Gran Vía de Colón 48, 18010 Granada (España) NIF: Q1800796C www.ifmif-dones.es

The selection process will consist of a merit-based competition, in which the merits detailed below will be evaluated, up to a maximum of 100 points. These merits must be related to the functions and tasks to be performed in the advertised position and must be possessed by the closing date for submitting applications:

Professional Merits: Up to a maximum of 45 points.

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

Scoring method: From 0 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 is: $45 \div 2E$

Where:

45: maximum score for professional merits

E: number of years of minimum experience required in the job description. If no minimum experience is required, E will be valued as 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 will be evaluated by the Tribunal based on their suitability for the position according to quality criteria, and as outlined in Annex II, Criteria for Suitability to the Position and the tasks to be performed, in a proportional manner.

1. Academic Qualifications. Maximum score: 7 points.

In this section, both the academic transcript corresponding to the required academic qualification for the position and the possession of any higher qualifications than those required in the call will be evaluated. Additionally, any other academic qualification at the same educational level as the one required, but relevant to the functions and tasks to be developed by the candidate, or a different academic specialty related to the functions and tasks of the position, may be considered. Furthermore, successful completion of a selection process for admission to a public body, a professional scale, or as

permanent labor staff for positions with similar professional classification and functional content to those of the position being applied for will also be valued. The suitability of the candidate's curriculum and studies to the functions and tasks to be developed will also be evaluated.

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

Academic Transcript Numerical Scale 0 a 10	SCORE	Academic Transcript Numerical Scal 0 a 4	SCORE
5,1 - 5,49	0,5	1,05 - 1,24	0,5
5,5 - 5,99	1	1,25 - 1,49	1
6 - 6,49	1,5	1,5 - 1,74	1,5
6,5 - 6,99	2	1,75 - 1,99	2
7 - 7,49	2,5	2 - 2,24	2,5
7,5 - 7,99	3	2,25 - 2,49	3
8 - 8,49	3,5	2,5 - 2,74	3,5
8,5 - 8,99	4	2,75 - 2,99	4
9 - 9,49	4,5	3 - 3,49	4,5
9,5 - 10	5	3,5 - 4	5

- Proof of Accreditation: Copy of the degrees and the academic transcript of the grades obtained (official academic record), in which the subjects taken, grades obtained, and the date and session in which the subjects were approved are indicated.

1.2.- Other academic qualifications different from the one required (of equal or higher category) 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 candidate. (A maximum of 1 point will be awarded for each qualification or selection process, depending on the level of merit and its relevance to the position, with a maximum of 2 points to be achieved in this section).

- Form of accreditation: Copy of the qualifications or resolutions.

2.- Courses and seminars related to the functions of the position being 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 Criteria for Position Fit.

- *Courses and seminars taught: 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 the 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 70 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 Position

Job Title		
BIM Designer Engineer (Code: IFMIF/121)		
Group	Subgroup	Level
II	A	1
Classification		
Department	Construction & Infrastructure Department	
Professional Category	II-A-1	
Requirements		
Required Qualification	Degree in Civil Engineering, Industrial Engineering (Construction branch), Building Engineering, or similar (Bachelor's degree or higher).	
Experience	At least 10 years of professional experience , with substantial background in tasks equivalent to those described in this Job Description.	
Suitability Criteria for the Position	<ul style="list-style-type: none"> • Significant experience in managing design teams and coordinating national and international complex projects. • Robust expertise in implementing and managing BIM Execution Plans (BEP). • Proven track record in monitoring design milestones and ensuring technical requirements and regulatory compliance. 	
Other Merits	<ul style="list-style-type: none"> • Experience in industrial or unique/complex facilities. • Experience in construction in seismic environments. • Experience in earned value / earned schedule methodologies. • Experience in execution and monitoring of public works contracts. • Experience in execution and monitoring of Design and Build contracts. 	
Required Language	Spanish and English (assessed during the interview)	
Province	Granada / Escúzar	

Job Description

The IFMIF-DONES scientific infrastructure is beginning its construction phase in Escúzar (Granada), with a major role played by the IFMIF-DONES Spain Consortium. Due to the unique nature of the facility, its construction requires **comprehensive management, monitoring, and supervision** to ensure correct progress throughout this phase.

Among the functions to be performed are:

- **Design Maturity Control:** Oversight of Levels of Development (LOD) to ensure engineering reaches the necessary detail for procurement and construction.
- **Interface Management:** Technical coordination between disciplines (civil works, plant systems, biological shielding) to prevent design-phase conflicts.
- **Deliverable Validation:** Technical review of reports, drawings, and technical specifications, ensuring alignment with the project's requirements program.
- **Milestone Tracking (KPIs):** Monitoring progress through performance indicators and managing design scope changes.
- **BIM Model Auditing:** Periodic verification of models to ensure compliance with the BIM Execution Plan (BEP) and the Consortium's modeling standards.
- **3D Coordination & Clash Detection:** Leading coordination sessions to identify and resolve spatial interferences prior to site execution.
- **CDE Management (Common Data Environment):** Supervision of information workflows and model approval statuses within the Common Data Environment.
- **Quantity Take-off (5D BIM):** Validation of Bill of Quantities (BoQ) derived directly from the model to ensure accuracy in payment certificates.
- **PLM Integration:** Ensuring technical data consistency between the BIM model and the Product Lifecycle Management (PLM) system.

Contract duration: Permanent

Probationary Period: 6 months

Code: IFMIF/121

Number of positions: 1

Annual basic salary distributed over 14 payments: 48.563,14 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

POSITION CODE:

IFMIF/121

MAIN SELECTION COMMITTEE

CHAIRPERSON: M. Esther López Medina (IFMIF-DONES España)

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

MEMBER OF THE SELECTION COMMITTEE 1: Juan Cantero Corpas (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: Claudio L. Torregrosa Martín (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: David Jiménez Pérez (IFMIF-DONES España)

ALTERNATE SELECTION COMMITTEE

CHAIRPERSON: M. Almudena Díez Gil (IFMIF-DONES España)

COMMITTEE SECRETARY: Mónica de la Cruz Sobrino (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 1: Patricia Martín Maderuelo (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: Santiago Becerril Jarque (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: Juan José Rueda Pérez (IFMIF-DONES España)

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

MODEL OF AUTHORIZATION TO A THIRD PARTY.

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