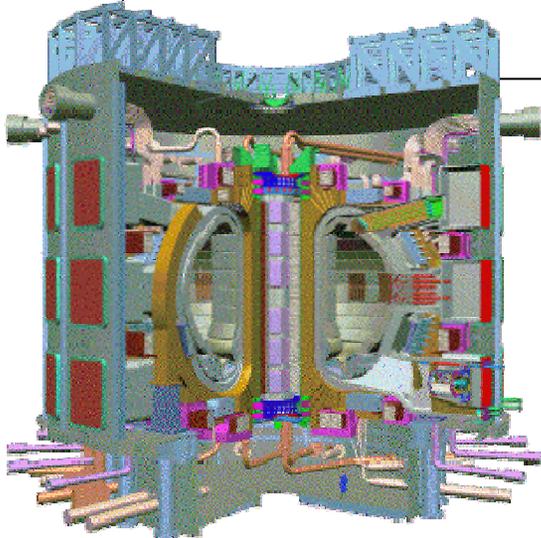




EUROPEAN
COMMISSION

Community research

Personnel needs for ITER and the European Joint Undertaking for ITER and the Development of Fusion Energy (“*Fusion for Energy*”)



Stavros Chatzipanagiotou

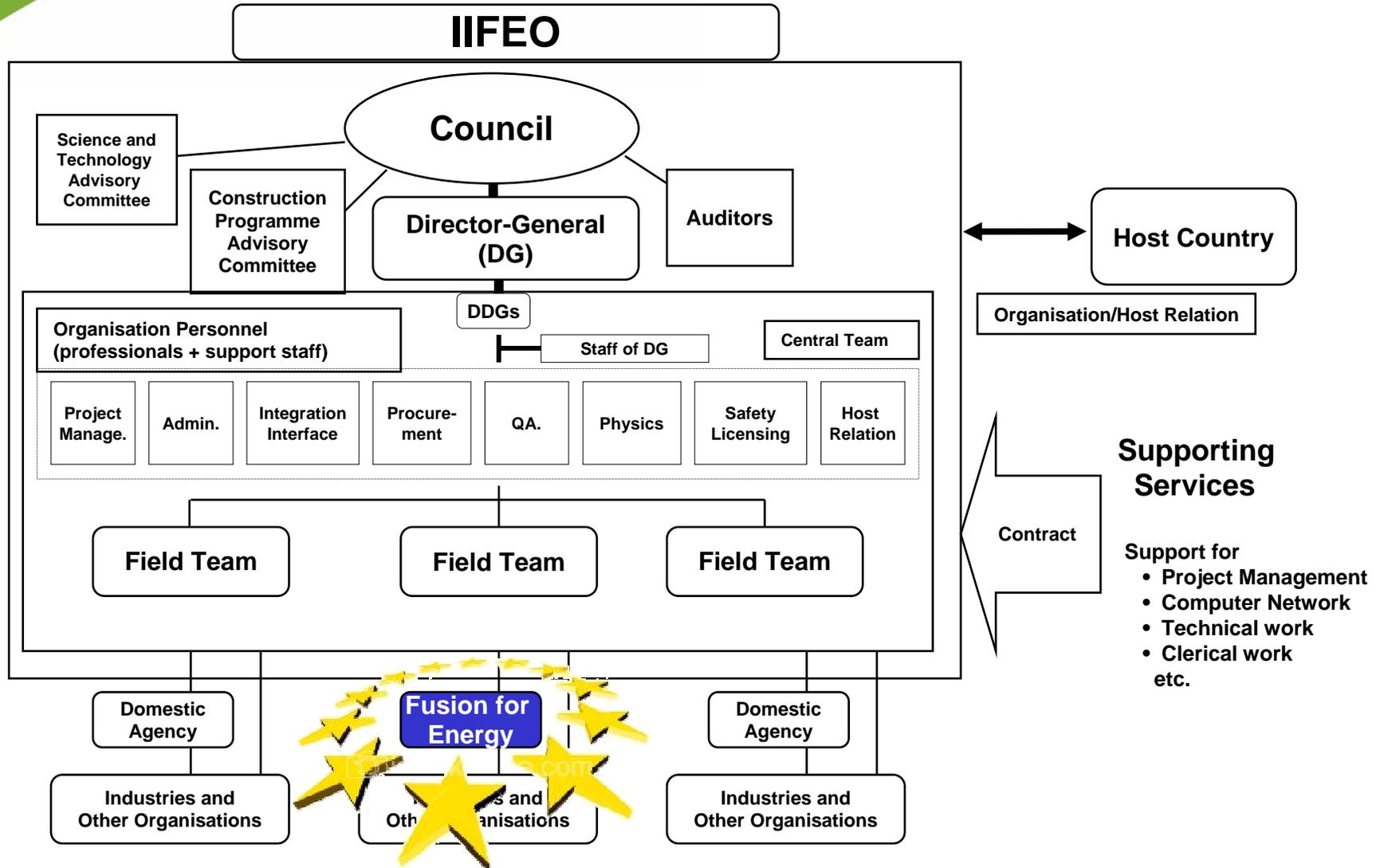
**Implementation of the European Legal Entity for ITER
European Commission**



Personnel needs

- ITER Organisation (\approx 80-100 professionals - European contribution)
- Fusion for Energy (\approx 120 professionals from \approx 170-180 total)
- [Other: Broader Approach project in Japan (very limited \approx 5-10)]

ITER Organisation



Personnel for ITER Organisation

- Staff directly employed by ITER
(at least 50 % of all professional staff)
- Seconded staff

For Europe, directly employed staff will probably be around 75-90 % of overall European staff in ITER organisation



Staff directly employed by ITER Organisation for “permanent, regulatory or safety-related” tasks...

Recruitment procedure

- Posts/profiles defined by ITER Organisation
- Candidates proposed by Domestic Agencies (“Fusion for Energy”)
- ITER selection boards
- Staff appointed by ITER Organisation, following proposal of selection boards to ITER Director-General

Conditions

- Contracts up to 5 years, renewable
- Salaries + other benefits equivalent to international organisations

Seconded staff for « non-permanent » tasks...

Recruitment procedure

- Posts/profiles defined by ITER Organisation
- Candidates proposed by Domestic Agencies (“Fusion for Energy”)
- ITER selection boards
- Staff selected by ITER Organisation
- Individual secondment agreement between ITER Organisation and Domestic Agency (“Fusion for Energy”)

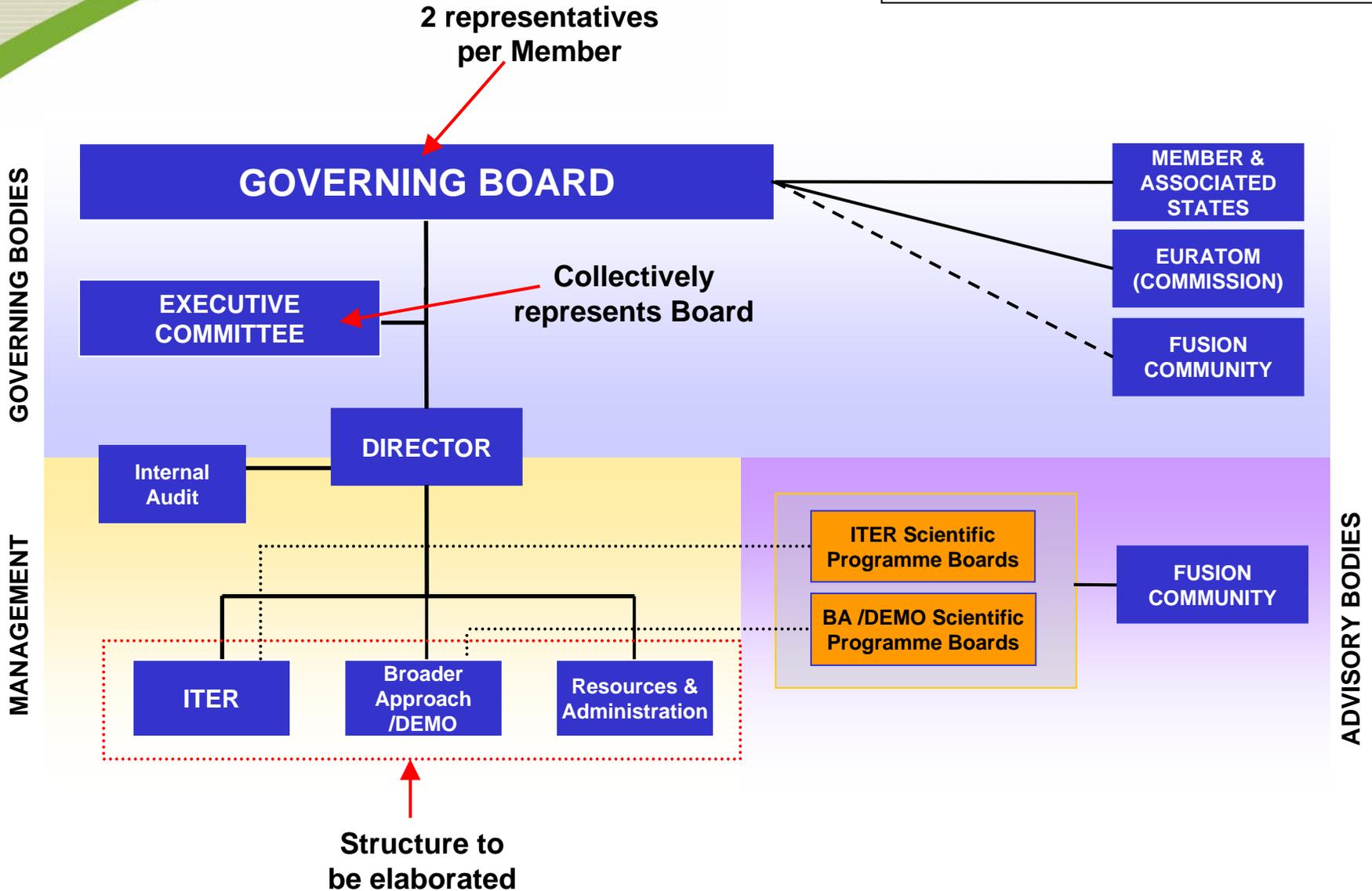
Conditions

- Secondment period defined on a case-by case basis
- Salary: salary from originating employer + monthly seconded allowance
- Remain in employment of an entity that has been designated by the Domestic Agency, i.e.: it could be the Joint Undertaking or other...

Personnel for the European Legal Entity ("Fusion for Energy")

- **Officials (directly employed staff)**
- **Contractual agents (directly employed support staff)**
- **Some seconded staff (very exceptional)**

Organisation



“Fusion for Energy” Staff

- All staff to be employed and paid for by Fusion for Energy under the authority of the Director
- Uniform application of Conditions of Employment for Officials and Other Servants of the EC:
 - Current Euratom/Commission Officials → Joint Undertaking Officials
 - Others (non Euratom/Commission) → Joint Undertaking Officials
 - All types of positions open to everybody
 - Non Euratom/Commission can have management posts
- Stable, transparent employment conditions and *no possibility of a repeat of the JET situation*
- Subject to performance, all the Staff can remain working there as long as the Undertaking exists



Types of Staff

- Scientific/technical personnel
- Policy and administrative personnel
- Support staff

All types of posts open to both EURATOM/
Commission and non EURATOM/Commission
personnel.

Existing Fusion Personnel

- Important to utilise the knowledge accumulated in the European Fusion Programme
- Where are these people? EDFEA, ITER JWS, Associations, JET, Commission, etc.
- Knowing their intentions: survey for Euratom personnel to be conducted in early 2006
- Informal database for expressions of interest by non-Euratom personnel started
- Wide information campaign in advance of launch of selection procedure

For current Commission/ EURATOM personnel

Recruitment

- Appointment by Director of Fusion for Energy

Conditions

- As in staff regulations for officials and other servants of the European Communities (same as now)

Timing

- Publications once Fusion for Energy is established
- But, creation of an « embryo » by internal transfers in Autumn 2006

For non Commission/ EURATOM personnel

Recruitment

- Publication of a call for expressions of interest and creation of a database for candidates (April/May 2006)
- Selection on the basis of:
 - Qualifications and experience
 - Selection panels (September-October 2006)
- Constitution of “reserve lists” (November 2006)
- Appointment by the Director (January 2007)

Conditions

- Same as for officials and other servants of the European Communities, but no mobility outside the Joint Undertaking
- Contracts 5 years, renewable → indefinite duration after 2nd renewal

