

**Job Title: Assembly Engineer IO0116**

Requisition ID **7882** - Posted - (France, 13067 St Paul Lez Durance Cedex) - **Engineering of Systems - New Posting**

Fusion, the nuclear reaction that powers the sun and the stars, is a promising long-term option for a sustainable, non-carbon emitting global energy supply.

The ITER Organization (IO), based in the southern France, welcomes best talents who can together prepare the way to this new energy in a truly multi-cultural work environment.

We offer challenging assignments in a wide range of areas and encourage applications from candidates with all levels of experience. Applications from under-represented ITER Members' nations and women candidates are strongly encouraged, as IO strongly believes that a diversified, equitable, and inclusive workplace is crucial in solving one of the most complex scientific and engineering projects in the world today.

As the IO attracts and retains people coming from a vast array of different backgrounds and cultures, discrimination and exclusion cannot be tolerated. The IO believes it is our diverse perspectives and background that gives unique strength and value to the ITER mission, regardless of race, member nation, gender, religion, status, sexual orientation, or disability - all are welcome and respected at ITER.

ITER CARE Values (Collaboration / Accountability / Respect / Excellence):

We perform our work with care, we care for the well-being of colleagues, our families and ourselves, and we care about the health of the planet for generations to come. CARE drives our work and our behaviors at ITER.

To see why ITER is a great place to work, please look at this [video](#)

**Application Deadline:** 11/05/2025

**Department:** Engineering Services Department

**Division / Program:** Assembly & Commissioning Support Div.

**Job Grade:** P4

**Language Requirements:** Fluent in English (written & spoken)

**Contract Duration:** Initial Employment Contract up to five years with possibility for extension

**Overview**

**Are you looking for an exciting opportunity at the heart of an ambitious fusion energy project?** Join our Assembly and Commissioning Support Division (ACSD), within the Engineering Services Department (ESD) as an **Assembly Engineer**.

As an **Assembly Engineer**, your goals will include:

- Designing and implementing effective assembly strategies to enhance efficiency, safety, and cost-effectiveness, while continuously adapting to project needs and technological advancements.
- Overseeing daily duties by ensuring that assembly and installation measures are properly implemented.
- Ensuring a well-planned and up-front qualified installation work for all components and systems. You will focus on schedule and cost aspects to achieve successfully the milestones of ITER Project.
- Maintaining effective communication with stakeholders and ensuring all strategies comply with safety regulations and ITER requirements, proactively managing risks to safeguard personnel and equipment.
- Ensuring deliverables are produced according to project schedule and budget, within a quality-assured environment that requires rigor and a systematic way of working;
- Developing, under the leadership of your discipline manager, your skills and experience for the benefit of the Project.

*The ESD provides the required skilled engineering resources or services, which are necessary for the successful completion of the ITER Project.*

*Assembly and Commissioning Support Division (ACSD) provides technical support to the ITER project in the field of assembly, commissioning, maintenance and operation. Being a member of the ACSD Division, you will have the opportunity to share and develop your expertise with other colleagues working in the same discipline on different ITER units.*

## Key Duties & Responsibilities

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### Primary Responsibilities

- Coordinates closely with Project Leaders to design and refine assembly strategies for upcoming installation work, ensuring early identification of bottlenecks and alignment with overall project goals/timelines.
- Plans future assembly steps well in advance, ensuring all necessary preparations are in place and oversees the qualification of assembly processes to maintain high standards of reliability and quality.
- Analyses and improves assembly sequences to save cost and time, aligning with ITER baseline objectives whilst identifying and implementing cost-saving measures without compromising safety or quality.
- Oversees assembly activities within the defined areas of worksite 1 (mainly assembly hall, final pit and preparation buildings) and collaborates with multidisciplinary teams to optimize workflows and resource utilization.
- Supervises the defined assembly qualification processes.
- Follows the as-built configuration management of the assembly scope.

### Additional Responsibilities

- Establishes and manages interfaces with commissioning activities, collaborating with stakeholders to ensure seamless transitions between assembly and commissioning phases.
- Contributes to weekly and monthly reporting, providing accurate updates on progress, challenges, and resource utilization.
- Oversees the preservation requirements for the Program while assembling components and systems.

**Please note that job descriptions cannot be exhaustive, and the staff member may be required to undertake other duties, which are broadly in line with the above primary responsibilities.**

This position is shift and/or on-call based, and crucial to maintaining continuous operations and ensuring the highest level of service for our stakeholders. This requires shift rotation and/or availability including day, evening, and night shifts, as well as weekends and holidays, depending upon project or team needs;

## Experience & Competencies

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### Essential:

- **Comprehensive experience in engineering and assembly** work on similar large construction, scientific or technical- international projects.
- **Proven ability to lead and advise** on assembly of a complex Tokamak project from inception to completion ensuring smooth execution..
- Extensive knowledge of **electrical engineering, vacuum technology, and structural engineering**, essential for Tokamak assembly.
- **Extensive experience in leading large construction project** including implementing lessons learned and ensuring seamless integration of components with attention to interface matching and clearance control.
- Experience in construction project management with multi-national collaboration, critical path analysis, in-kind procurement, planning, measuring progress, managing risks and costs, and reporting on progress within the constraints of human and financial constraints.

### Desirable:

- Building strong partnerships and working collaboratively positively with all Program/Project stakeholders, being force of proposal & solution oriented to reach consensus in compliance with quality, safety, security and technical applicable standards.

- Driving a **project culture** that underpins good working conditions and enforces the highest standard of safe, healthy, and secure work practice.
- Knowledge of ITER or similar projects.
- **Organizational Savvy:** maneuvering comfortably through complex policy, process, and people related organizational dynamics;
- **Optimizes Work Processes:** knowing or identifying the most effective and efficient processes to get things done, with a focus on continuous improvement.

## Qualifications

### Essential:

- Master's degree or equivalent in an Engineering field or other relevant discipline.
- *The required education degree(s) may be substituted by extensive professional experience involving similar work responsibilities and/or additional training certificates in relevant domains.*

*The following items apply to all jobs and job holders for the duration of tenure at ITER Organization:*

- **The CARE Values are a framework of principles that guide our actions and define the culture and spirit of the ITER Project:**

**Collaboration:** We collaborate with commitment and flexibility using the power of teamwork, building partnerships, and working with others to reach shared objectives;

**Accountability:** We are accountable for the whole project - we take responsibility for our specific actions and are transparent in our daily work, holding self (ourselves) and others accountable to meet commitments;

**Respect:** We treat each other with respect and dignity at all times, knowing that all of us belong here. We appreciate the value that our multicultural and diverse community brings to the ITER Project;

**Excellence:** We are driven by excellence; we are agile and innovative while maintaining the highest standards of safety, quality and integrity;

- **ITER Core Technical Competencies:**

1) **Nuclear Safety, Environment, Radioprotection and Pressured Equipment**

2) **Occupational Health, Safety & Security**

3) **Quality Control & Quality Assurance Processes**

- **Knowledge of these competencies may be acquired through on-board training at basic understanding level for all ITER staff members;**
- Implements the technical control of the Protection Important Activities, as well as their propagation to the entire supply chain;
- May be requested to perform other duties in support of the project as defined by your line manager, and when relevant upon the request of the matrix manager;
- May be requested to work outside the ITER Organization reference working hours, including nights, weekends and public holidays, due to business needs - this may include on-call, shift work, etc.
- May be requested to be part of any of the project/construction teams and to perform other duties in support of the project;
- For staff expected to perform on-call, shift hours, or other work outside ITER Organization reference working hours, including nights, weekends, and public holidays, **the possession of a driving license valid in France is required. no commuting vehicle will be provided by the ITER Organization.**
- Informs management of any important and urgent issues that cannot be handled by line or matrix management and that may jeopardize the achievement of the Project's objectives;

The ITER Organization (IO) is an Equal Opportunity organization committed to diversity and inclusive in the workplace.