



VACANCY NOTICE FOR TEMPORARY AGENT SELECTION

Job title	Intelligence Analysis Assistant - Open Source Investigation
Reference	HR/COM/2026/1564
Application deadline	13.11.2026 - 12.00 (Brussels time)
Directorate-General	Directorate-General for Human Resources and Security
Unit	HR.DS.2 (Investigations & Analysis)
Place of assignment	Brussels
Grade range	AST1/3
Domain	EU's internal and external security
Contract type	Temporary Agent 2b

About us

We are HR.DS.2, the Unit responsible for Investigations & Analysis within the Security Directorate of DG Human Resources and Security.

Our mission is to protect the Commission's staff, assets and information against all kind of threats stemming from terrorism, violent extremism, hostile intelligence and other origins.

The Unit is composed of about 40 staff members (including Seconded National Experts), divided into four sections, working in a dynamic and friendly environment. The main tasks of the Unit are counter-intelligence (CI) and counter-terrorism (CT) work, threat assessments, cyber response (CART) and open source intelligence (OSINT).

The Unit is responsible for carrying out security investigations in the fields of espionage and terrorism, as well as raising awareness of staff members, including Cabinets and Commissioners about CI and CT-related security risks. The Unit is the Commission's point of contact for Member States' security and intelligence services.

About the role

We propose the recruitment of an Intelligence Analysis Assistant to strengthen the Open Source Intelligence (OSINT) function within HR.DS.2, in support of the Directorate's mandate to safeguard the security of Commission personnel, information, and assets. Under the supervision of the Team Leader and the Head of Unit, the Intelligence Analysis Assistant will conduct systematic OSINT research



using social media, online platforms, and other publicly available sources, with a particular focus on threats linked to espionage, terrorism, violent extremism, and criminal activity.

By applying advanced online investigative techniques and using OSINT specific tools, the Intelligence Analysis Assistant will support both routine and ad hoc security-related tasks, delivering high-quality analytical outputs for internal and inter-institutional stakeholders.

Furthermore, the Intelligence Analysis Assistant will support the enhancement of OSINT capabilities in the Unit, including the development of specific IT tools, the refinement of internal procedures, and the delivery of internal and external training. The role also includes close cooperation with other institutions and Member State services, ensuring alignment with best practices and fostering information exchange.

The proposed Intelligence Analysis Assistant is expected to bring strong analytical and technical skills, sound judgement, and the ability to work under pressure in a multinational environment. Their contribution will be essential in supporting the Security Directorate's operational needs and in reinforcing the Commission's resilience to evolving security threats.

Qualifications, experience and skills

We look for a motivated and highly skilled professional with a strong analytical mindset, a solid understanding of the OSINT domain, and the ability to operate effectively in a complex and sensitive security environment. The ideal candidate will demonstrate a well-rounded profile combining operational experience in open-source investigations with technical competence, strong drafting skills, and a capacity to adapt quickly to evolving situations.

We seek a candidate with a minimum of three years of relevant experience in collecting and analysing open-source information related to security threats, including espionage, terrorism, and extremism. The successful applicant should be proficient in applying advanced online investigative techniques and OSINT methodologies, and capable of producing high-quality, accurate, and well-structured intelligence products. A strong sense of discretion, attention to detail, and the ability to work under pressure are essential.

In addition, the candidate should bring proven experience in the development and implementation of OSINT tools or procedures and be comfortable working in a data-driven environment using analytical or statistical tools. A good understanding of social media platforms and their investigative use is important, as is familiarity with tools such as Maltego, i2 iBase, or equivalent systems. Excellent communication and interpersonal skills are essential to operate in a multilingual, multinational, and diplomatic context. The ability to coordinate with internal and external stakeholders, to represent the Unit in expert-level meetings, and to contribute to training activities will be expected. We value individuals who are proactive, committed to continuous learning, and capable of integrating into a dynamic team working on matters of high sensitivity for the European Commission.



The following skills are required:

Linguistic Skills:

- Proficiency in English and knowledge of French is required. Knowledge of additional languages is considered an asset.

Communication Skills:

- Ability to work and communicate effectively under tight deadlines in a multilingual, international, and diplomatic environment. Demonstrated creativity and flexibility.

Interpersonal Skills:

- Strong team spirit and the ability to coordinate with other teams and multiple stakeholders.
- Capacity to prioritise tasks and meet deadlines, with the ability to perform well under pressure and in real-time situations.
- Commitment to continuous learning and professional development.

Analytical Skills:

- Ability to sift through large volumes of data with a strong understanding of the social, political, and cultural contexts that may influence the analysis.
- Excellent analytical thinking, with attention to detail and a strong sense of discretion when handling sensitive or personal information.
- Capacity for rapid understanding of complex issues and the ability to identify problems and propose appropriate solutions.
- Strong drafting and reporting skills.

Technical and Digital Skills:

- Proficiency in the use of web interfaces and good working knowledge of Microsoft Excel and Word.
- Familiarity with OSINT-specific tools such as Maltego and i2 iBase is an asset, as is experience with data visualisation tools.
- Proficient in using query languages and applying statistical methods, such as distributions, hypothesis testing, and regression analysis.

Social Media Skills:

- Good knowledge of major social media platforms and their related APIs is a significant asset.

Professional experience:

A minimum of three years of professional experience related to the tasks described above is required.

Specifically, candidates should demonstrate proven experience in the following areas:

- Systematically collecting and analysing information from open sources related to security threats, particularly those involving espionage, terrorism, violent extremism or activism, and crime.
- Monitoring open sources and social media platforms for indicators and developments linked to the aforementioned threat factors. This requires advanced expertise in online investigative techniques, including the use of specialised search engines and databases, platform-specific information gathering methods,



multi-lingual text mining, and other OSINT-related tools and methodologies.

- Producing OSINT research outputs—such as reports, notes, or briefings—that are clear, concise, well-structured, and factually accurate.
- Communicating information and analysis clearly and effectively, both in writing and verbally.

- Delivering high-quality results under pressure and within tight deadlines. Professional experience in establishing OSINT capabilities—such as developing tools, procedures, and knowledge-sharing mechanisms—as well as technical implementation of OSINT toolsets, would be considered a strong asset.

The ideal candidate should demonstrate sound judgement, accuracy, initiative, and the ability to identify critical details and nuances. They should be capable of working effectively within a small, multinational team under the supervision of a Team Leader. A good understanding of the functioning of the European Union, and in particular of the European Commission, is also expected.

The person must either be a holder of a valid security clearance up to the level of "SECRET UE/EU SECRET" or be willing to undergo the national security vetting procedure (in order to be allowed to perform her/his job).

How to express your interest?

You should send your documents in a single pdf in the following order:

1. your CV
2. completed application form

Please send these documents by the publication deadline to

HR-MAIL-DS2@ec.europa.eu indicating the selection reference
HR/COM/2026/1564 in the subject.

No applications will be accepted after the publication deadline.

Eligibility

For eligibility please consult [this page](#) with all the information needed.