



## **MAKE A DIFFERENCE - JOIN THE EUROPEAN COMMISSION**

Do you want to help shape the future of the European Union? Make the planet greener, promote a fairer society, or support businesses and innovation across the EU? Then come and work for the European Commission where you can really make a difference!

Commission staff are a diverse group of people, who are motivated to help make Europe – and the world – a better place. They come from the 27 Member States of the European Union. Different nationalities, languages and cultures make the Commission a vibrant and inclusive working place.

### **WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:**

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
- Opportunities to try several areas of work throughout your career;
- Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
- We are also proud to be an equal opportunity employer and promote diversity and inclusion.

### **We recruit from a wide range of backgrounds:**

We are not only recruiting political scientists and lawyers but also looking for all kinds of profiles, including natural scientists, linguists and economists, as well as drivers and engineers.

For more information [ec.europa.eu/work-with-us](https://ec.europa.eu/work-with-us).



## **STAFF RECRUITED ON CONTRACTS**

In addition to permanent officials, the European Commission often recruits non-permanent staff. There are two categories of non-permanent staff:

- **temporary agents** are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
- **contract agents** may provide additional capacity in specialised fields where an insufficient number of officials is available or carry out a number of administrative or manual tasks. They are generally recruited for fixed-term contracts (maximum 6 years in any EU Institution), but in some cases they can be offered contracts for an indefinite duration (in offices, agencies, delegations or representations).

For more information on different [staff categories](#).



## Head of Sector

### DIGIT of the European Commission

**Selection reference:** DIGIT/COM/2023/2878

**Domain\*:** Information Technology

**Where:** Unit A.3.005 - „HR & Legislative Solutions“, Brussels

**Staff category and Function Group:** Temporary agent 2b/2d - Administrator

**Grade:** AD 5-7

**Publication deadline:** 08/01/2024 - 12.00 (Brussels time)

#### WE ARE

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Directorate A drives and coordinates the development and implementation of digital transformation principles, policies and projects. As the central entry point to DIGIT's expertise and corporate role, it coordinates the provision of information on DIGIT's services based on the needs of the different Commission departments. It assists the work of the IT governance bodies regarding the departments' compliance with all applicable corporate standards and rules and the binding assessment of all new IT investments. The Directorate also acts as a supplier of digital business solutions, in particular solutions supporting the functioning of the institution, for the responsible Commission departments.

Unit DIGIT. A.3 drives and implements the digital transformation in the domains of HR and Legislation, by helping the European Commission and other EU Institutions, bodies and agencies (EUIBAs) to manage and improve their administrative (e.g. HR and document management) and legislative processes (e.g. decision-making). DIGIT.A.3 designs, builds and manages the entire life cycle of corporate digital solutions in the areas of human resources, corporate decision making and legislation and document management, serving the Commission and many other EUIBAs. The unit works in close collaboration with other services in DIGIT and its clients and partners in HR and the SG.

#### WE PROPOSE

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Unit A3 of DIGIT is seeking to hire one Head of Sector

We offer a challenging and rewarding position of Head of Sector for the Decision-making sector that combines responsibility with high visibility, in a very dynamic unit, one of the most important units for the Digital Transformation of the Commission. You will lead the transformation of the end-to-end decision-making process, from the streamlining of its business processes to the rebuild of its technical architecture leveraging modern technologies and development techniques (considering Low-code development platforms). You will deal with many different stakeholders both internal and external, both in the IT side and on the business side. We offer you the possibility to work with highly motivated colleagues and continued training opportunities to remain in the technological avant-garde.

(Reference: Selection reference COM/2023/2878)



## **WE LOOK FOR**

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We are looking for a highly motivated, experienced and business minded head of sector who will manage the projects related to the decision making process ('Decide' program).

The ideal candidate is a result-driven colleague that has a sound understanding of digital transformation and software development, as well as excellent communication and negotiation skills.

### Personal Qualities

- Capacity to identify improvements in working methods and inspire a change culture
- Negotiation skills
- Ability to analyse and problem solving skills
- Customer and solution oriented approach to provide service and support to services

### Specialist skills and experience

- At least 5 year(s) of relevant professional experience
- Strong experience and background in Digital Transformation and software development
- Knowledge of Agile, SAFE and PM2 methodologies or similar methodologies
- Knowledge/understanding of the EC processes and procedures, especially around external resource acquisition and management.
- Experience in Project/Programme/Portfolio Management in the IT domain.
- Knowledge and understanding of the business of the main partners SG, particularly the decision making process, is an advantage
- Ability to manage a budget of more than 5 mil/year

### Management skills

- Capacity to allocate tasks and organise work
- Capability to have a forward looking or strategy vision
- Ability to motivate, drive and change
- Ability to communicate, to understand and be understood and to negotiate
- Ability to lead a diversely composed team towards common objectives (team size >50 people).



## **HOW TO EXPRESS YOUR INTEREST?**

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

1. your CV      2. motivation letter      3. duly filled in application form.

Please send these documents by the publication deadline to [Nicolas.SCHRICKE@ec.europa.eu](mailto:Nicolas.SCHRICKE@ec.europa.eu)

indicating the selection reference DIGIT/COM/2023/2878 in the subject.

**No applications will be accepted after the publication deadline.**



## ANNEX

### 1. Selection

#### ➤ Am I eligible to apply?

#### **You must meet the following eligibility criteria when you validate your application:**

Our rules provide that you can only be recruited as a temporary agent at the European Commission if you:

##### General criteria:

- Are a citizen of a Member State of the EU and enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by applicable laws concerning military service;
- Are physically fit to perform the duties linked to the post;
- Produce the appropriate character references as to suitability for the performance of the duties.

##### Qualifications:

In order to be recruited in this position, you must have at least a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

##### Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU<sup>1</sup>
- AND a satisfactory knowledge (minimum level B2) of a second official language of the EU, to the extent necessary for the performance of the duties.

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<sup>1</sup> The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).



### ➤ **What about the selection steps?**

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority. Only in the case that no suitable candidate can be found from the afore-mentioned categories this vacancy notice is published and is open to other applicants<sup>2</sup>.

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase will be notified.**

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates and of the institution, the selection procedure will be carried out in English and possibly in a second official language.

## **2. Recruitment**

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission.

### ➤ **Type of contract and working conditions**

The place of employment will be in **Brussels**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

The recruitment grade, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous appropriate professional experience, in accordance with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

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<sup>2</sup> Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



The duration of the **1<sup>st</sup> contract will be of 1 to 3 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service. The duration of the extension will be defined according to the General Implementation Rules in force at that moment, in accordance with [Commission Decision C\(2013\)9049](#) on policies for the engagement and use of temporary agents.

All new staff have to successfully complete a 9-month probationary period.

The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Should you need further information on working conditions, please refer to [Working conditions and benefits of EU Careers](#).

For information related to Data Protection, please see the [Specific Privacy Statement](#) under “7. Information to data subjects on their rights”, to find your rights and how to exercise them in addition to the privacy statement, which summarises the processing of your data.