



Job opportunities within the Digital Services Act Enforcement Team

(Ref.: Call CNECT RL DSA/2024/FG IV)

This is a call for expression of interest for Contract Agents in Function Group IV to join the enforcement team of the Digital Services Act.

In all, DG CONNECT estimates there will be at least **40 job opportunities over the year 2024**, in the Directorate responsible for the enforcement of the Digital Services Act.

Expressions of interest are invited in the following four profiles:

- Profile 1: Legal officer
- Profile 2: Data scientist / technology specialist
- Profile 3: Policy Specialist
- Profile 4: Operations Specialist

Candidates should select the one profile that corresponds best to their experience and interests. Where more than one profile could be suitable, candidates should select the one they are most interested in.

In their selected profile, candidates are invited to further select one or more specific sub-profiles that corresponds most to their experience. The descriptions are below.

This call will serve for recruitment in any of the four different units of the Platforms Directorate, depending on the sub-profile or strengths of the candidate and the best match to the evolving needs of the organization. The selection process is without prejudice to the eventual job title and job description, in case of recruitment.

This call for expression of interest closes and replaces a previous call launched in December 2022. Applicants who were not selected in the previous call may apply again for this present call if they consider that their experience matches the new profiles sought.

In case of recruitment, the main contractual aspects are the following:

Type of contract	Contract Staff for auxiliary tasks ¹
Function group and grade	FGIV

¹ According to Article 3b of the Conditions of Employment of Other Servants of the European Union (CEOS).

Initial contract duration	1 year (with the possibility of extensions up to 6 years in total)
Directorate	Platforms Directorate (CNECT F)
Place of employment	Brussels, Belgium
Deadline for expressing interest	2 February 2024

The working conditions of contract staff are governed by the Conditions of Employment of Other Servants of the European Union (Title IV) ².

General information on Contract Agents can be found at this [link](#).

1. ABOUT US

Who we are

We are the Platforms Directorate at DG CONNECT.

Our work covers a broad range of policies and regulations applicable to online intermediary services, including the Digital Services Act, the Digital Markets Act, the Platform-to-Business Regulation, and the E-commerce Directive.

A major part of our work concerns the enforcement of the Digital Services Act. This is a growing, dynamic and highly motivated team of enforcers from a broad variety of background.

We are seeking to further reinforce this team in 2024.

Why you should join

The Digital Services Act and the Digital Markets Act constitute ground-breaking new digital regulations and are amongst this Commission's priority actions in the field of digital rules and regulations as part of the policies to build Europe fit for the digital age.

The Commission has established a new regulatory entity within DG CONNECT, in a dedicated 'Platforms Directorate'. Inside this Directorate, the Digital Services Act Enforcement Team will be tasked with the regulatory work, under worldwide unique new powers of the Commission, supervising "very large online platforms" and "very large online search engines" designated by the Commission, i.e. those with more than 45 million users in the EU. This includes search engines and platforms such as social media sites, video-sharing platforms, and online marketplaces. The designated very large online platforms and search engines are also charged a supervisory fee on an annual basis, that the Commission needs to collect and manage. The Commission is also called to chair and convene the meetings of the DSA Board.

² [Regulation No 31 \(EEC\), 11 \(EAEC\), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community.](#)

With these ground-breaking new regulatory powers, the Commission supervises the systems that such online platforms put into place to tackle illegal content, fight disinformation, uphold user rights, and protect user's health and wellbeing – hand-in-hand with the national regulatory authorities. The team cooperates closely and seamlessly with the newly established European Centre for Algorithmic Transparency, established at the Commission's Joint Research Centre. Part of the work involves scrutinising platforms' recommender systems and content moderation algorithms, as part of their overall compliance with the Digital Services Act. The team also ensures coherence between the DSA and DMA, as well as coherence with other legislative initiatives at EU and national level.

The team frequently interacts with external stakeholders, including the regulated entities, civil society actors and academics, as well as works closely with Member States, regulatory authorities and other bodies with relevant expertise as well as relevant third countries and international organisations.

2. WHAT IS THE JOB ABOUT?

Overall purpose

On the basis of the powers delegated to the Commission under the Digital Services Act, the team carries out its new supervisory and enforcement tasks.

For the purpose of this call, we are particularly seeking the following profiles. Where a candidate might be qualified for more than one profile, we invite candidates to select the one that would correspond to the area they would most be interested in working in. Please note that only one profile should be selected.

Profile 1: Legal officer

Working in this profile, you would be responsible for providing legal advice and analysis for one or more aspects of the Digital Services Act. The jobholder should be able to demonstrate relevant qualifications and experience in one or more of the following sub-profiles.

Sub-profile 1.1.: Specialist legal knowledge on relevant EU regulatory procedures and procedural rights, such as from the field of competition law procedures or trade law, that can be applied to the supervision and enforcement of the DSA.

Sub-profile 1.2: Specialist legal knowledge on enforcement of Union law's single market rules vis-à-vis Member States.

Sub-profile 1.3: Specialist legal knowledge related to financial, budgetary and administrative issues that can be applied to the management and collection of the DSA supervisory fee.

Sub-profile 1.4: Relevant legal knowledge related to one or more of the policy areas identified in Profile 3 (the relevant policy area(s) from Profile 3 should clearly be specified in the application).

Profile 2: Data scientist, data engineers, and technology specialists

Working in this profile, you would bring specialist technical skills into DSA enforcement teams. Typically, your work will involve translating between engineering or data science questions and legal and policy teams. You would use your technical skills to monitor compliance, establish the evidence base for potential breaches of the DSA, and investigate suspected non-compliance in relevant domains. Depending on your profile and expertise, you would also contribute to the creation of the technical infrastructure being built to monitor compliance and investigate non-compliance, and / or contribute to ad-hoc analyses and reports as the need arises. You will carry out evidence gathering, data analysis and/or technology investigations and forensics on algorithms, data and other technological assets, including those inside the designated entities, based on the investigatory power of the Commission.

You will work in seamless cooperation with the European Centre for Algorithmic Transparency (ECAT) and facilitate interactions with technical teams at very large online platforms and search engines (VLOPs and VLOSEs). Candidates for this profile will be based in Brussels.

Sub-profile 2.1.: Data science, data engineering, machine learning and AI, social network analysis or applied graph theory, data visualisation, or related skills.

Sub-profile 2.2: Operating Systems, Security and Networking specialists (including device and software applications-level security), forensic techniques, or related skills.

Sub-Profile 2.3: Software engineering and development, development and deployment of cloud-based data analysis infrastructure, or related skills.

Applicants will be asked to specify how they consider that their skills support the enforcement of the Digital Services Act, including areas such as recommender and content moderation algorithms, technologies underpinning search engines and advertising systems or other relevant skills.

Profile 3: Policy Specialist

In this profile, you would be responsible for carrying out supervision and enforcement-relevant monitoring, analysis and advice with a particular focus on specific areas relevant to the DSA.

The candidates applying under this profile may possess different educational backgrounds (including but not limited to economics, engineering, political science, social sciences, multidisciplinary studies) and should meet and demonstrate experience in one or more of the following sub-profiles. Lawyers with relevant specialist background are encouraged to apply to Profile 1.4. and to clearly specify in their application for which of the policy area(s) among those described below they possess the required qualification and experience.

Sub-profile 3.1: Specialist policy knowledge in the area of serious crimes, for instance child sexual abuse, anti-terrorism, online hate, cyberviolence, including gender-based violence or online crimes against minority groups.

Sub-profile 3.2. Specialist knowledge on protection of minors online;

Sub-profile 3.3: Specialist policy knowledge on online advertising;

Sub-profile 3.4: Specialist policy knowledge on consumer protection online or the protection of intellectual property rights;

Sub-profile 3.5 Specialist policy knowledge on media issues, any aspect related to disinformation (including information manipulation);

Profile 4: Operations Specialist

In this profile, you would work as on issues related to the operations team underpinning the enforcement of the Digital Services Act.

Sub-profile 4.1: Specialist administrative knowledge of issues related to the management and collection of the DSA supervisory fee, accounting, and/or internal audit and compliance;

Sub-profile 4.2: Specialist administrative knowledge of issues related to the management of organisational processes, public procurement procedures, document management, knowledge management;

Sub-profile 4.3: Internal and/or external communications specialist;

Sub-profile 4.4: Project manager in digital services solutions development and operations, both on-prem and cloud-based, or related skills.

Duties for all the profiles above

Tasks may include, but are not limited to:

- Contribute to the enforcement of the Digital Services Act vis-à-vis designated services, by establishing evidence-based approaches, guidelines and analytical frameworks;
 - Contribute to the enforcement of the Digital Services Act vis-à-vis Member States as regards their obligations stemming from Union law, and ensure consistency of other EU initiatives with the *acquis*;
- Contribute to the establishment of sound internal and external procedures and processes, including the relevant internal digital workflows;
- Engage with relevant stakeholders to gather knowledge and evidence to support the application of the Digital Services Act;

- Work with regulated companies, Member States, Digital Services Coordinators, third parties and other stakeholders to prepare the effective implementation of the rules, including by contributing to secondary legislation, guidelines, codes of conduct, or relevant standards;
- As part of multi-disciplinary case-teams detect, investigate, and analyse potential infringements of the Digital Services Act by designated services;
- Contribute to the internal work aiming at ensuring the overall consistency between the supervision and enforcement of the Digital Services Act and of the Digital Market Act
- Contribute to internal and external knowledge management, training, and communications activities;
- Contribute to technology foresight projects.

Duties may also involve:

- Carrying out investigations, and in particular inspections, of designated entities and related activities;
- Contribute to joint investigations carried out with Digital Services Coordinators;
- Carrying out monitoring and control activities.

3. WE LOOK FOR

To be eligible for recruitment under this call at the European Commission you must

- be a citizen of a Member State of the EU,
- have fulfilled any obligations imposed by applicable laws concerning military service,
- produce the appropriate character references as to suitability for the performance of the duties,
- have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](#) data base,
- have a thorough knowledge of one of the official EU languages,
- have a satisfactory knowledge of a second EU language to the extent necessary for the performance of your duties³,
- Have a level of education which corresponds to **complete university studies of at least three years attested by a diploma⁴**.

Professional qualification and professional experience

We are looking for professionals with relevant academic credentials and proven professional experience of at least two years as follows:

1. **Complete university studies of at least three years attested by a diploma** in Information Technology, Computer Science, Engineering/Science, Economics, Law, Political Science, Social Science, or other domain that is deemed relevant to the specific position in which you are interested.

³ For details on language levels, please see the [Common European Framework of Reference for Languages](#)

⁴ delivered by a recognised EU educational institute or, if delivered by a non-EU educational institute, recognised by at least one Member State of the EU

2. **Relevant professional experience of at least 2 years** in the relevant domains listed in section 2. This professional experience can be obtained prior to the relevant diploma.

The following expertise or professional experience in any of the following areas would be an advantage for all 4 profiles:

- Professional experience in an international and multicultural environment;
- Knowledge/understanding of EU policies in the fields relevant to the profile;
- Knowledge/experience of regulatory supervision and enforcement in any related domain;
- Experience and understanding of audit & control systems.

4. HOW TO EXPRESS YOUR INTEREST

You may express your interest by filling in the [application form](#) by 02/02/2024 at midday 12:00 CET.

Please note that DG CONNECT will select only the candidates registered in the EPSO application database. Therefore, if you have not already registered in the EPSO application database you must do so in addition to expressing your interest. The present call for interest is complementary to the formal EPSO application system: it allows candidates of the EPSO database to signal to DG CONNECT that they are particularly interested in one of the positions advertised.

To register in the EPSO application you must apply for (at least) one profile in the list of “[Selection procedures for Contract Agents](#)” for Contract Agent Function Group IV (FG IV). Please select the profile that best suits your education and experience⁵.

We will store the expression of interest forms in a database. Every time a vacant position arises, we will consult this database which contains the data of the persons that have expressed an interest to work for the Platforms directorate of DG CNECT. If your profile is among the "best matches", you might be invited to sit the EPSO CAST Permanent computer-based multi-choice tests and/or might be contacted for an interview to further assess the competences required for the position that interests you.

Neither the request to sit the EPSO CAST Permanent tests nor the invitation for an interview commit in any way the European Commission to offer a Contract Agent position, should you succeed the test.

The position will be subject to rules on conflicts of interest.

⁵ For more information please see the following links:

Registration: <https://europa.eu/epso/application/passport/login.cfm?langsub=ok&lang=en>;
<https://eu-careers.europa.eu/en/help/faq/epso-account-application>.

General information: <https://eu-careers.europa.eu/en/cast-permanent-selection-procedure>

Call for Expression of Interest: <https://eu-careers.europa.eu/en/documents/call-expressions-interest-cast-p-2023>.

For information related to Data Protection there are two data separate data processings:

- On the one hand, the processing of personal data transmitted through the CAST database. Please see the Specific [Data Protection Record](#) 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.
- On the other hand, the processing of personal data transmitted through to the EU Survey tool. Please find below the privacy statement below.

PROTECTION OF YOUR PERSONAL DATA

This privacy statement provides information about the processing and the protection of your personal data.

Processing operation: Use of EU Survey for the selection procedure for the Digital Services Act for contract agents

Data Controller: Directorate CNECT.F.2 (for the use of EUSurvey)

Record reference: DPR-EC-01488.1

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1. Introduction

The European Commission (hereafter 'the Commission') is committed to protecting your personal data and to respecting your privacy. The Commission collects and further processes personal data pursuant to [Regulation \(EU\) 2018/1725](#) of the European Parliament and of the Council, of 23 October 2018, on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data (repealing Regulation (EC) No 45/2001).

This privacy statement explains the reason for the processing of your personal data, the way we collect, handle and ensure protection of all personal data provided, how that information is used and what rights you have in relation to your personal data. It also specifies the contact details of the responsible Data Controller with whom you may exercise your rights, the Data Protection Officer and the European Data Protection Supervisor.

As for the use of EUSurvey tool, the responsible operational controller is CNECT.F2

2. Why and how do we process your personal data?

The purpose of the processing is to organise and manage the selection process for contract agents for the Digital Services Act, to ensure that the most suitable candidates are selected and recruited for the available position.

The data collected in the selection process is used to assess whether the candidate fulfils the criteria of the positions. It is also used to assess the suitability of the candidate for the positions. Certain data (concerning professional experience and training) are used for a comparative analysis between the candidates.

Data of candidates that are not invited to the panels are not processed or transferred further.

Data of pre-selected candidates (e.g. first name, surname, Per-ID, function group, diplomas, professional experience, CV) recorded in the relevant EUSurvey module will be shared with HR.B.3 and falls then under the scope of the DPR-02054.

Data of the selected candidate (e.g. first name, surname, Per-ID, function group, diplomas, professional experience, CV) is recorded in the relevant EUSurvey module for the purposes of processing the recruitment (for more information on how your personal data is processed in EU survey, please refer to DPR-EC-01488).

3. On what legal ground(s) do we process your personal data

This processing of your personal data is lawful based on the provisions of Article 5(1)(a) of Regulation (EU) 2018/1725, i.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 Union institution or body'.

This processing enables the Commission to implement the provisions of Articles 1, 3a, 3b and 82 of the CEOS, namely to engage contract staff, that is staff not assigned to a post included in the list of posts

appended to the section of the budget relating to the institution concerned and engaged for the performance of full-time or part-time duties.

Legal basis

- Article 1, 3a, 3b and 82 of the Conditions of Employment of other Agents of the Union.
- Commission Decision C(2017) 6760 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b thereof.

4. Which personal data do we collect and further process?

Within EU Survey, CNECT F.2 will process:

- first name(s), family name(s) currently used, family name(s) at birth;
- nationality or nationalities if relevant;
- place of birth, date of birth;
- address and contact details, including e-mail address;
- civil status;
- data concerning training and professional experience, including diplomas and work experience-related documents;
- knowledge of languages;
- motivational letter;
- CV.

Technical information related to EU Survey

- User credentials for the use of EUSurvey:
 - User login ID and password.
- The EUSurvey system uses:
 - Session "cookies" in order to ensure communication between the client and the server. Therefore, user's browser must be configured to accept "cookies". The cookies disappear once the session has been terminated.
 - Local storage to save copies of the inputs of a data subject in order to have a backup if the server is not available during submission or the user's computer is switched off accidentally or any other cause.
 - The local storage contains the IDs of the questions and the draft answers.
 - Once a participant has submitted one's answers successfully to the server or has successfully saved a draft on the server, the data is removed from the local storage.
- Analytics:
 - EUSurvey uses the Europa Analytics service for traffic statistics and analytics. For further information see [Europa Analytics](#) website.

No personal data within the meaning of Article 10 of Regulation 2018/1725 should be processed. However, if applicants report health data related to special needs (e.g.: as regards physical access to buildings and physical mobility), this information would also be processed for the purposes of organising logistics for the interviews of the selection panel.

5. How long do we keep your personal data?

Data of non-selected candidates derived from the EU Survey tool by DG CNECT is stored for 1 year after the closure of the call for interest.

Data of candidates that were invited to an interview or were successfully selected fall under the retention period of the [DPR-02054](#).

Survey specific data on EU Survey - i.e. data collected by the individual survey is retained as long as the questionnaire is valid.

Regarding user contact details on EU Survey the Commission only keeps user personal data for the time necessary to fulfil the purpose of the survey. In particular: as long as you are an EU staff member, your user account remains active and your personal data is therefore retained. However, you can, at any time, ask the EUSurvey team to terminate your account if you no longer wish to use the service. In this case, your user account, all associated data and all surveys and results will be permanently deleted. As an external user, you can, at any time, ask the EUSurvey team to terminate your account if you no longer wish to use the service. The corresponding account, all associated data, and all surveys and results will be permanently deleted. In addition, unused external user accounts are deleted after a period of inactivity of 2 years.

Analytics data is automatically removed from the user's device after 13 months.

For your applications for vacancies recorded in Sysper, the retention period applicable for Sysper database applies (please see DPR-EC-01230 "Technical and organisational data in SYSPER").

6. How do we protect and safeguard your personal data?

All personal data in electronic format (e-mails, documents, databases, uploaded batches of data, etc.) are stored on the servers of the European Commission. All processing operations are carried out pursuant to the [Commission Decision \(EU, Euratom\) 2017/46, of 10 January 2017, on the security of communication and information systems in the European Commission](#).

The Commission's contractors are bound by a specific contractual clause for any processing operations of your data on behalf of the Commission, and by the confidentiality obligations deriving from the transposition of the [General Data Protection Regulation in the EU Member States \('GDPR' Regulation \(EU\) 2016/679\)](#).

In order to protect your personal data, the Commission has put in place a number of technical and organisational measures in place. Technical measures include appropriate actions to address online security, risk of data loss, alteration of data or unauthorised access, taking into consideration the risk presented by the processing and the nature of the personal data being processed. Organisational

measures include restricting access to the personal data solely to authorised persons with a legitimate need to know for the purposes of this processing operation.

7. Who has access to your personal data and to whom is it disclosed?

Access to your data is provided to authorised staff according to the “need to know” principle. Such staff abide by statutory, and when required, additional confidentiality agreements.

In the **EUSurvey module**, your online application for a vacancy will be accessible to: hierarchical superior in charge of the entity where the vacancy was published (Head of Unit CNECT.F2, Director CNECT.F, Director General), Resource Director, HR C of the DG concerned by the vacancy (DG CNECT).

In addition, selection panel members will be given access to your application in electronic and/or paper format.

The information we collect will not be given to any third party, except to the extent and for the purpose we may be required to do so by law.

8. What are your rights and how can you exercise them?

You have specific rights as a ‘data subject’ under Chapter III (Articles 14-25) of Regulation (EU) 2018/1725, in particular the right to access, rectify or erase your personal data and the right to restrict the processing of your personal data. Where applicable, you also have the right to object to the processing or the right to data portability.

You have the right to object to the processing of your personal data, which is lawfully carried out pursuant to Article 5(1)(a) of Regulation (EU) 2018/1725.

You can exercise your rights by contacting the Data Controller, or in case of conflict the Data Protection Officer. If necessary, you can also address the European Data Protection Supervisor. Their contact information is given under Heading 9 below.

Where you wish to exercise your rights in the context of one or several specific processing operations, please provide their description (i.e. their Record reference(s) as specified under Heading 10 below) in your request.

9. Contact information

- The Data Controller

If you would like to exercise your rights under Regulation (EU) 2018/1725, or if you have comments, questions or concerns, or if you would like to submit a complaint regarding the collection and use of your

personal data, please feel free to contact the Data Controllers DG CNECT.F.2 for the use of EUSurvey (CNECT-DSA-Recruitment@ec.europa.eu)

- The Data Protection Officer (DPO) of the Commission

You may contact the Data Protection Officer (DATA-PROTECTION-OFFICER@ec.europa.eu) with regard to issues related to the processing of your personal data under Regulation (EU) 2018/1725.

- The European Data Protection Supervisor (EDPS)

You have the right to have recourse (i.e. you can lodge a complaint) to the European Data Protection Supervisor (edps@edps.europa.eu) if you consider that your rights under Regulation (EU) 2018/1725 have been infringed as a result of the processing of your personal data by the Data Controller.

10. Where to find more detailed information?

The Commission Data Protection Officer publishes the register of all operations processing personal data. You can access the register on the following link: <http://ec.europa.eu/dpo-register>.

The specific processing activities have been notified to the DPO with the following references [DPR-EC-01488.1](#).