



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.



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](#).



Team Leader - Security Operations Center

DIGIT CERT-EU of the European Commission

Selection reference: DIGIT/COM/2024/240

Domain: Information and Communication Technologies

Where: DIGIT CERT-EU, Brussels

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

Grade: grade range (AD5/AD7)

Publication deadline: 01/03.2024 - 12.00 (Brussels time)

WE ARE

DIGIT is the Directorate-General for Informatics whose aim is to deliver digital services to enable EU policies and to support the Commission's internal administration. CERT-EU is the Cybersecurity Service for the European Union institutions, bodies, offices and agencies (Union entities). CERT-EU is administratively attached to DIGIT.

CERT-EU helps Union entities to protect themselves against intentional and malicious attacks that would hamper the integrity of their IT assets and harm the interests of the EU. The scope of its activities covers prevention, detection, response and recovery.

In addition, DIGIT.CERT-EU have a strategic role to support the Union entities with the implementation of the Cybersecurity Regulation. This will include issuing calls for action describing urgent security measures and proposing to the Interinstitutional Cybersecurity Board guidance documents and recommendations addressed to the Union entities, with a view to contributing to the longevity of the Regulation in the dynamic field of cybersecurity.

Established in 2011 to shore up the ICT security for the Union entities, we have been steadily expanding our IT security operations over the years and currently serve over 90 such entities spread across the Continent and beyond. From our base in Brussels, we work with a range of peers, partners and researchers from all over the world to ensure we maintain our technological edge and have access to the best-in-class expertise.

CERT-EU is a stimulating, friendly and multicultural workplace, where personal development, growth and initiative are encouraged. We are a very supportive and dynamic team with a deep sense of mission.

WE PROPOSE

(Reference: Selection reference DIGIT/COM/2024/240)



DIGIT CERT-EU is seeking to hire a truly motivated Security Operations Center Team Leader to join our Forensic Operations and Response to Cyber Events (FORCE) sector in Brussels.

The Forensic Operations and Response to Cyber Events (FORCE) sector consists of two teams the Security Operations Center (SOC) team and Digital Forensics and Incident Response (DFIR) team. The SOC team has the responsibility for monitoring available information sources for indications of compromise of the Union entities. Analysts in the team triage the incoming information, and, if necessary, investigate incidents and initiate the full response process.

The selected candidate will work as the leader of the SOC team, as part of the FORCE sector, coordinated by the FORCE Head of Sector, who reports to the Head of CERT-EU. The SOC Team Leader will be responsible for organising and coordinating the work of the SOC team, but also actively participating, when necessary, in alerts triaging, log analysis and other aspects of the SOC team job.

An important aspect of the SOC team leader will be to introduce improvements and optimisations of the processes and procedures, to ensure efficient monitoring and growing detection capabilities of the SOC team. Additionally, the SOC Team Leader will have the opportunity to improve his or her skills as well as learn new ones through comprehensive training program involving both internal and external trainings.

This is a challenging and empowering job which provides many opportunities for one's competencies to shine in a very friendly, supportive, human and professional environment.

The position will consist of:

- Leading the security operation centre activities for CERT-EU Union entities. Taking responsibility of tracking security incidents, triage of incoming alerts
- Taking responsibility of incident reports based on alerts, executing the incident response procedure, consolidating available information, and interfacing with impacted Union entities and other partners during incident handling
- Leading investigations of alerts on security monitor tools, performing analysis operating system security logs and cloud environment logs
- Managing and leading social media identity theft/impersonation investigations
- Following incoming information about new threats and vulnerabilities, and when appropriate informing the Threat Intelligence team
- Supervising and monitoring communication channels with CERT-EU Union entities, communities and partners for relevant information and alerts
- Providing advice and consultancy in the domains of computer and mobile device forensics
- Managing and delivering duties related trainings related to staff members of security operation centre
- Managing security operation centre related ICT infrastructure
- Identifying, assessing and integrating IT security products to ensure security operation centre functionality



- Taking part in reporting on ICT security systems' key performance indicators
- Planning and participating in public procurement procedures, including drafting of technical specifications and quality control of deliverables.

WE LOOK FOR

We are looking for a candidate who will demonstrate the following required skills and characteristics:

- Knowledge of Windows, Linux, and MacOS operating systems
- Knowledge of cloud security platforms (e.g. Microsoft Defender)
- Experience in computer and mobile device forensics
- Experience in managing investigations of social media impersonation (Identity theft)
- Experience in incident management tools, such as DFIR-IRIS and ticketing systems like OTRS
- Experience with a vast array of IT technologies and the ability to quickly master new ones
- Excellent written and verbal communication skills
- Strong attention to detail and the ability to work independently
- Ability to handle parallel tasks and cope with pressure
- Ability to establish and maintain effective working relations with co-workers and customers in an international and multidisciplinary work environment
- Enthusiasm and motivation to work
- Excellent communication skills in English, both orally and in writing.

To make your application stand up, please consider that the ideal candidate will possess some, or all, of the following:

- A substantial depth of expertise, evidenced by at least 3 years of professional experience
- Experience in leading small teams of technical experts
- Work experience in a complex public sector environment
- Work experience in analysing different kind of OSs and network device logs to identify potential threats
- Cyber security field related certifications (e.g. SANS)
- Computer forensics tools related certifications (e.g. Axiom, X-ways, FTK)
- Work experience with brand protection platforms (e.g. ZeroFox, Netcraft)
- Experience in delivering trainings and public presentations.

The candidate must hold a security clearance at EU SECRET level or be in a position to be security cleared.



HOW TO EXPRESS YOUR INTEREST?

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 secretariat@cert.europa.eu indicating the selection reference DIGIT/COM/2024/240 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 EU¹
- 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.

¹ 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 applicants².

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. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ **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.

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



The duration of the **1st 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.