



## **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](#).



# IT Security Officer

## Directorate-General for Climate Action (DG CLIMA) of the European Commission

**Selection reference:** CLIMA/COM/2024/804

**Domain\*:** Information technology

**Where:** Unit CLIMA.E.3 – “Climate Information Systems”, Brussels

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

**Grade:** AD 5-7

**Publication deadline:** 10.05.2024 - 12.00 (Brussels time)

### WE ARE

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A highly motivated team of around 65 IT experts including business analysts, security experts, developers, architects and managers. Our mission is to implement, maintain and expand and mission critical IT system that support DG CLIMA’s mission and program. One of the largest platforms in our portfolio is EU Emissions Trading System (EU ETS), the biggest emissions trading market in the world. The EU ETS works on the 'cap and trade' principle. A cap is set on the total amount of certain greenhouse gases that can be emitted by installations covered by the system. The cap is reduced each year so the total emissions fall. Within the cap, companies receive or buy emission allowances, which they can trade with one another as needed.

The ETS operations are centralised in a single Registry, called the Union Registry. It holds accounts for more than 15,000 operators from the power sector and energy intensive industry, including the aviation sector. The national administrators in Member States manage the participants to the EU ETS and their accounts, while DG CLIMA as the Central Administrator is responsible for providing the centralised infrastructure, operating and further developing the Union Registry in a changing policy and security environment.

Unit E3 is responsible for developing and operating the Union Registry and other information systems supporting the EU ETS. We strive to offer high quality services to the Member States, while providing a highly secure infrastructure for the market players. As the Commission’s ambitions grow and DG CLIMA’s mandate expands, we will be implementing more and more capabilities and systems supporting the European Green Deal, Fit For 55 and other policy initiatives.



## **WE PROPOSE**

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A position for a highly motivated colleague who would like to work as IT Security Officer. The chosen candidate will be responsible for:

- coordinating of vulnerability management for DG CLIMA Information Systems
- coordinating security matters in DevSecOps (e.g. tools, management and tuning)
- coordinating with other stakeholders (Directorate-General for Digital Services (DIGIT), contractors) involved in Web application security tests to ensure that requirements related to security are met
- performing White box security testing activities
- coordinating Threat modelling activities
- coordinating the internal Security Monitoring service
- coordinating AWS security operations
- following-up and reporting on the remediation of vulnerabilities
- ensuring that developments follow a Secure Software Development Life Cycle (SSDLC), taking the OWASP recommendations as guideline
- providing training to development teams on SSDLC and application security subjects
- ensuring that assigned security activities progress as scheduled regarding timeframe, resources and expenditure, pre-defined quality and specification and take appropriate, remedial action in case of deviations
- establishing and maintaining regular contacts and exchanges with relevant counterparts, in particular in DG DIGIT and in DG HR Security Directorate
- reporting to the team leader and the unit management, informing and briefing management and business units on the on-going incidents and their investigation or other potential issues.

## **WE LOOK FOR**

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A colleague with a distinguished set of skills. Specifically, we seek an IT Security Officer with certifications like Offensive Security Web Expert (OSWE), Offensive Security Web Assessor (OSWA), Burp Suite Certified Practitioner (BSCP), Offensive Security Certified Professional (OSCP) or equivalent.

The ideal candidate will possess expertise in Application Security and DevSecOps practices and at least 6 years of relevant professional experience (e.g. secure code review, pentesting, threat modelling, secrets management, code signing, scanning tool finetuning etc.). Good knowledge of AWS, Java, Spring Framework DevOps technologies and JavaScript are desired. Familiarity with the European Commission environment, including hosting infrastructure at DG DIGIT, is highly desirable. Experience in implementing secure development principles and maintaining a security-focused mindset is valued.

Adaptability is key as the candidate navigates diverse work environments. Strong organizational and project management skills, staying updated on the latest security threats, and exceptional communication abilities are must-haves. The ability to think creatively and approach challenges from different perspectives are also crucial.

Given the nature of the role, the selected candidate will embark on the EU security clearance process. Fluency in English, both spoken and written, is indispensable.



## **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 [Javier.CACERES@ec.europa.eu](mailto:Javier.CACERES@ec.europa.eu) indicating the selection reference CLIMA/COM/2024/804 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. 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.

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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.