**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://commission.europa.eu/about-european-commission/organisational-structure/people-first-modernising-european-commission/people-first-working-european-commission_en).

**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**](https://epso.europa.eu/en/selection-procedure/how-apply) are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
* [**contract agents**](https://epso.europa.eu/en/selection-procedure/how-apply) 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](https://epso.europa.eu/en/eu-careers/staff-categories#tab-0).

**IT Project Officer**

**in DG DIGIT of the European Commission**

**Job title:** IT Project Officer

**Domain:** Information Technology

**Where**: Unit DIGIT A3 - HR & Legislative Solutions, Brussels

**Function Group**: FG IV

**Contract Type**: 3b

**Express your interest until**: 10.08.2024 - 12.00 (Brussels time)

# 

**WE ARE**

# DIGIT-Digital Services is the Directorate whose aim is to deliver digital services to enable EU policies and to support the Commission’s internal administration.

# DIGIT’s Directorate A drives and coordinates the development and implementation of digital transformation principles, policies, and projects. The Directorate 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**

The European Commission's document management platform, known as Hermes-Ares-NomCom (HAN), is a significant business-critical IT solution catering to over 50,000 users and facilitating the operation of more than 150 corporate applications across various European Institutions and services. Leveraging OpenText’s Documentum platform, the solution has been extensively customized to align with the specific requirements of these institutions.

In consideration of long-term scalability and alignment with business objectives, there are plans underway to undertake a comprehensive review of both the business processes and the solution architecture. The primary aim of this initiative is to streamline and optimise operations, ensuring greater efficiency and coherence within the system. We are looking for an IT Project Manager who primarily will drive the above-described simplification and transformation process, but also contribute to the general development, maintenance, and operations of solutions covering the domain of corporate document management.

As project manager, your responsibilities will include:

* Coordinating and leading development and operations teams, aiding in defining, prioritizing, and planning their activities.
* Managing and motivating team members, monitoring performance to ensure high-quality solutions that meet end-user and System Owner expectations.
* Defining, reviewing, and adapting delivery methods tailored to project requirements, in alignment with relevant internal procedures and standards.
* Contributing to the delivery of standard project artifacts such as business cases, project charters, use cases, and software architecture documents.
* Ensuring information systems adhere to the Commission’s digital strategy principles, promoting the reuse of corporate building blocks and architectural patterns when applicable.
* Implementing proper risk management, quality control, and security procedures, ensuring systematic adherence by teams.
* Providing regular progress reports to internal hierarchies and the System Owner, addressing encountered issues.
* Developing mid- and long-term vision and roadmaps for systems’ evolution, translating them into annual work plans, and continuously modernizing technology stacks while minimizing technical debt.
* Managing budget, identifying resource needs, and overseeing contract management activities.

**WE LOOK FOR**

To fill the described vacancy, DIGIT.A.3 is looking for proactive, highly motivated, and results-oriented candidates who:

* have a background in information technology and software development;
* have good general technical knowledge of tools and technologies used in the unit, particularly of JEE, application servers, web services, DevSecOps;
* have minimum 5 years of prior experience in managing large-scale IT development projects and/or managing software service delivery;
* can analyse and solve complex problems and to adapt to changing circumstances;
* possess all the hard and soft skills required to manage and lead efficiently mid-sized teams composed of internal and external members;
* Document management experience would be an asset;
* Project management and Agile methodologies knowledge and experience is required.

The ideal candidate is well-organised, effectively manages uneven workload, is good at managing competing priorities and multi-tasking, can work autonomously, and assumes responsibility for the team and projects managed.

In order to effectively manage internal and external stakeholders, partners, the candidate should have excellent communication, drafting and presentation skills in English.

**HOW TO EXPRESS YOUR INTEREST?**

With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:

1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](https://eu-careers.europa.eu/en/job-opportunities/open-for-application). Please select under selection procedures for contract agent the CAST permanent profile that best suits your education and experience.
2. 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

[DIGIT-A3-ADMINISTRATIF@ec.europa.eu](mailto:DIGIT-A3-ADMINISTRATIF@ec.europa.eu) indicating the call for interest reference EC/2024/DIGIT/402058 in the subject.

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

# ANNEX

# *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 contract 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 position;
* 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](https://eu-careers.europa.eu/en/job-opportunities/open-for-application) data base.

## Qualifications:

1. Have a level of education which corresponds to completed university studies of at least three 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.

## Languages:

* have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU[[1]](#footnote-1)
* AND have a satisfactory knowledge (minimum level B2)[[2]](#footnote-2) of a second official language of the EU, to the extent necessary for the performance of the duties.

# What about the selection steps?

The selecting unit chooses from the EPSO database[[3]](#footnote-3) candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best candidates. Due to the large volume of applications that we may receive only candidates selected for the interview 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.

# *Recruitment*

The candidate selected for recruitment will be requested to provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

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.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the** [Conditions of Employment of Other Servants](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140501)**, in function group FG IV.** General information on Contract Agents can be found at this [link](https://epso.europa.eu/en/eu-careers/staff-categories#tab-Contract%20staff).

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates’ previous professional experience, in accordance with [Commission Decision C(2017)6760](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2017)6760&lang=en) laying down the criteria applicable to classification in step on engagement.

The duration of thefirst**contract will be of 1 year.** Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

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(2017)6760](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2017)6760&lang=en) on policies for the engagement and use of contract 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](https://epso.europa.eu/en/eu-careers/benefits#tab-Work/Life%20Balance). |

For information related to Data Protection, please see the Specific [Privacy Statement](https://ec.europa.eu/dpo-register/detail/DPR-EC-02054.3) 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.

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). [↑](#footnote-ref-1)
2. For details on language levels, please see the Common European Framework of Reference for Languages (https://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr). [↑](#footnote-ref-2)
3. Therefore, candidates who did not pass already a CAST on the level Function Group [IV], should register their profile at this [address](https://epso.europa.eu/en/job-opportunities/open-for-application). [↑](#footnote-ref-3)