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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](#).



IT Security Officer - IT Security Management

**Directorate-General for Education, Youth, Sport and Culture
(DG EAC) of the European Commission**

Selection reference: EAC/COM/2024/1232

Domain: Information Technology

Where: Unit EAC.R.4 – “IT Projects and Support”, Brussels

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

Grade: AD 5-8

Publication deadline: 26.07.2024 - 12.00 (Brussels time)

WE ARE

The mission of the IT Projects and Support unit of DG EAC is to manage IT Projects and provide support services covering the DG’s operational business needs.

The unit contributes to the achievement of the DG’s goals and objectives by:

- developing, maintaining and supporting a portfolio of Information Systems and Services that support the implementation of its grant programmes (Erasmus+, European Solidarity Corps) and promote the DG’s policies
- ensuring the robust protection of sensitive data and the implementation of best practices in information security, thereby safeguarding the integrity and confidentiality of DG EAC’s systems and information assets
- providing analysis and technical support to business units regarding their needs for Information Systems and Services, in alignment with DG EAC’s IT Strategy and Governance
- assisting National Agencies in the management of their contribution to the programmes
- providing specialised IT training / coaching
- acting as coordinator of services delivered by the OIB related to office infrastructure, supplies and EMAS (Eco Management and Audit Scheme)
- coordinating DG-wide actions related to Business Continuity (BCP) and Local Security (LSO).

The unit liaises with DG DIGIT (“Digital Services”), to ensure coherence with the corporate IT standards, governance and methodologies being deployed.



WE PROPOSE

We offer an interesting opportunity for an IT Security Officer within our organization, ideal for individuals seeking a dynamic and engaging work environment.

In this role, the IT Security Officer will be in charge of strengthening the security posture of the unit across the board by putting in place organisational and technical measures. The jobholder will be responsible for overseeing the security aspects of key Information Systems supporting the grant programmes of DG EAC (Erasmus+ and European Solidarity Corps). Additionally, the successful candidate will play a pivotal role in contributing to the modernisation of Information Systems in anticipation of supporting the upcoming MFF by guaranteeing high security and data protection.

The jobholder's work will be carried out in close cooperation with teams in the unit, operational units of the DG, other DGs and national authorities.

As an IT Security Officer, the jobholder will have the following responsibilities:

- Security Policy Development and Maintenance
- Risk Management
- Incident Response
- Training and Awareness
- Access Control
- Compliance
- Data Protection
- Reporting
- Stakeholder Engagement
- Continuous Improvement

The jobholder will have access to training to improve skills and keep up with technology evolutions.

WE LOOK FOR

We are looking for a dynamic, communicative and solutions-oriented team player, with a solid computer science or engineering background combined with proven experience in the area of IT Security Management.

The ideal candidate should be able to demonstrate the following essential qualifications:

- practical knowledge of IT Security Risk Management Methodology, cybersecurity best practices and Data Protection regulations
- experience in large-scale IT projects management, involving several stakeholders both inside and outside the Commission
- good knowledge of project management methodologies (PM2Agile, Scrum and Kanban) and software engineering practices
- understanding of DevSecOps principles, and in particular security tooling and solutions
- knowledge of the Commission's IT Governance and procurement principles
- developing, drafting and implementing operational procedures.



In addition, the successful candidate should have the following skills:

- proven ability to build and sustain strong working relationships both internally and with external stakeholders
- exceptional analytical and problem-solving skills, especially in dynamic environments with interdependent IT projects
- demonstrated organizational and scheduling abilities
- proficiency in both English and French, with excellent written and verbal communication skills
- ability to work autonomously, adhering to set processes and procedures proactively
- strong sense of initiative, responsibility, and self-motivation
- skilled at managing multiple simultaneous tasks and prioritizing effectively
- resilient under pressure, especially in crisis situations
- capacity to lead working groups
- ability to collaborate effectively with team members and customers
- innovative thinker with a knack for creative solutions.

Willingness to learn about DG EAC's policies and programmes and the related processes, as well as their possible combination with IT solutions, is very important



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 EAC-R-CANDIDATURES@ec.europa.eu indicating the selection reference EAC/COM/2024/1232 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.

➤ **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) 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.