



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](#).



Human Resources Officer – Data Scientist

in DG HR of the European Commission

Job title: Human Resources (HR) Officer - Data Scientist

Domain: Human Resources

Where: Unit HR.A.5 – HR Data & Analytics, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 08.01.2025 - 12.00 (noon, Brussels time)

WE ARE

The Human Resources and Security Directorate General (DG HR) oversees recruitment policy, training and career management, social policies and working conditions for Commission staff. It is also responsible for keeping buildings and employees safe and secure, making sure that work continues during crises and dealing with online security.

DG HR's unit A.5 Data and Analytics leverages the power of data to drive strategic HR decisions. We support the delivery of key HR policy and political priorities, such as the Commission Strategy on Human Resources, the Commission strategy on reducing its environmental impact, and the Commission actions in the areas of Flexible working, Diversity and Inclusion. By providing actionable insights and data, we empower DG HR to optimise human resources management and help the Commission achieve its strategic goals.

The unit provides state-of-the-art, user-friendly, accurate and cost-effective data and analytics services to support HR policies and decisions. We serve a wide range of Commission client groups: units in DG HR, HR professionals in each DG, managers, other central services and strategic decision makers in the Commission. Furthermore, we provide services to HR functions in over 30 client Institutions and agencies that use the same HR source systems as the Commission. Our services include standard reports, self-service dashboards, advanced analytics, publications, survey management as well as data governance and data management coordination.

The unit is also responsible for the delivery of data related projects under an on-going HR Transformation programme, which aims to modernise and streamline HR processes and the supporting IT solutions.

(Reference: Call for interest EC/2024/HR/323888)



WE PROPOSE

Unit HR.A.5 in DG Human Resources and Security is seeking to hire a data scientist in the Pioneering team, which is responsible for advanced analytics in the HR domain as well as piloting innovative ideas for HR analytics.

The role as data scientist comprises:

- advanced data analysis, including statistical analysis, forecasting and text analysis, combining different data sources;
- response to complex requests from DG HR's management team, HR professionals and client EU institutions, applying suitable analysis and visualisation methods and providing data interpretation and insights in the required format (incl. presentations, papers and briefings).
- database querying to retrieve relevant data from HR information system databases or data warehouses;
- development of new indicators and metrics that make the European Commission and client EU Institutions fit for purpose for the organisational challenges ahead;
- survey analysis, including data treatment, data analysis and ensuring quality assessment of reports or dashboards based on survey results, applying appropriate data protection measures;
- design, develop and test (prototype) dashboards and other (web-based) applications, destined to be implemented as part of the standard catalogue of solutions offered to all clients;
- contribute to the adoption of new technologies in the domain of HR data and analytics, such as artificial intelligence, and support an ongoing programme to transform HR processes and HR IT infrastructure in the European Commission;
- project management for assigned Pioneering projects, including all aspects of a project's lifecycle from planning to evaluation;
- creation and maintenance of documentation of methodologies and developments;
- working closely together with other teams in the unit to provide services to clients, improve products and processes.

The jobholder may also be required to contribute to other tasks or projects managed within the unit HR.A.5 as needed.

WE LOOK FOR

We look for an experienced, well-organised and responsible colleague to contribute to the unit's objectives. This work requires commitment and flexibility, a problem-solving mindset and pragmatism, as well as a collaborative attitude.

The candidate should have the following skills and experience:

- Data querying:
at least 2 years of relevant experience demonstrating the ability to query databases (preferable experience with Oracle), using SQL queries
- Data analysis:
at least 3 years of expertise in advanced data analysis, applying relevant statistical and visualisation methods, using R, Python, KNIME, MS Power BI or similar;



- **Project management:**
Demonstrated working experience with project management methodologies, ability to identify (user) requirements and needs, planning skills and ability to work in an autonomous way; coordinate projects with multiple partners and stakeholders in an efficient and collaborative manner; ability to work on multiple concurrent tasks under time constraints and meeting challenging deadlines;
- **Communication:**
highly developed communication skills and storytelling ability are required to provide tailored communication often on specialised and technical information to a diverse and often senior audience, including excellent drafting, editing and presentation skills; ability to establish and maintain effective working relations with co-workers in an international and multi-disciplinary work environment;
- **Survey analysis:**
experience in survey analysis, incl. large scale and/or multilingual surveys and the use of evolving technologies applied in the domain of survey analytics (e.g. AI supported free text analysis for topic and sentiment identification) would be considered an advantage;
- **MS Office:**
Excellent skills in MS Office, including high level of proficiency with MS Excel.
- **Human resources:**
experience in the HR domain would be considered an advantage.
- **Educational background:**
degrees/certification in Data Science, Statistics, Engineering, Finance, Psychology or Social Sciences or related would be considered an advantage.



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](#). 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 HR-MAIL-A5@ec.europa.eu indicating the call for interest reference EC/2024/HR/323888 in the subject.

No applications will be accepted after the publication deadline.



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 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](#) data base.

Qualifications:

- (a) 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 EU¹
- AND have a satisfactory knowledge (minimum level B2)² 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).

² For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



➤ **What about the selection steps?**

The selecting unit chooses from the EPSO database³ 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.

³ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



2. 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](#), in function group FG IV**. General information on Contract Agents can be found at this link

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](#) laying down the criteria applicable to classification in step on engagement.

The duration of the first **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](#) 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](#).



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.