



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, backgrounds, languages and cultures make the Commission a vibrant and inclusive place to work.

WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to try several areas or move between different policy areas in your career
- A package of flexible working conditions including the possibility of teleworking – we care about your work-life balance
- A competitive financial package, including comprehensive healthcare, accident and pension schemes
- A multilingual, multicultural workplace where personal and career development are strongly promoted
- Multilingual schools for your children

We recruit from a wide range of backgrounds and actively promote diversity and inclusion:

We do not only recruit political scientists and lawyers but are also looking for all kinds of profiles, including scientists, linguists, IT experts, data analysts and economists, as well as drivers and engineers.



We are committed to equal opportunities and to fostering a rich, diverse and inclusive working environment. We aim for our workforce to be representative of European society and strongly welcome applications from all qualified candidates. We actively seek to create a workplace where each staff member feels valued and respected, can give their best and can develop to their full potential.

To promote diversity and establish a geographically balanced pool of candidates, we strongly encourage applicants from Member States which are currently underrepresented in the European Commission workforce to apply. These Member States are currently Austria, Cyprus, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Luxembourg, Malta, Poland, Portugal, Slovakia and Sweden¹. Recruitment will however remain strictly based on the merits of all applicants and no positions will be reserved for nationals of any specific Member State.

STAFF RECRUITED ON CONTRACTS

In addition to permanent officials, the European Commission offers non-permanent positions. 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](#)

¹ Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



Security analyst: Cyber and hybrid threats in DG Connect - European Commission

Job title: Security analyst: Cyber and hybrid threats

Domain: Cybersecurity

Where: Unit CNECT.H.TF – Cyber Coordination Task Force, Brussels

Function Group: FG IV

Contract Type: contract agent 3b

Express your interest until: 24.02.2025 - 12.00 (noon, Brussels time)

WE ARE

DG CONNECT supports the digital transformation of our economy and society and conceives and implements the policies required to foster the internal market, to make Europe fit for the Digital age and to gain technological autonomy.

We are a unit of 9 friendly and committed colleagues, who are in charge of operational aspects cybersecurity, including situational awareness, risk assessment and crisis coordination. We are responsible for briefing the Commission on the situation and trends in relation to cyber in the context of other hybrid threats in the EU, and the implications for policymaking. We are responsible for coordinating across the DG and Commission services with other EU entities and liaising closely with Member States representatives and cyber authorities, to prepare for and respond in the event of a major incident. We work with counterparts in likeminded third countries and with NATO. We carry out coordinated EU risk assessments. We also lead the development and operation of the Commission's Cyber Situation and Analysis Centre, which includes the management of a team of contractors supporting this project. The unit collaborates closely with the Cybersecurity Technology & Capacity Building Unit (CNECT.H.1) and Cybersecurity and Digital Privacy Policy Unit (CNECT.H.2). The Directorate applies a team-oriented approach, encouraging a no-silo collaboration benefiting from DG CONNECT's expertise in ICT and the digital single market and bringing together teams with expertise from across its Units but also other Directorates in DG CONNECT, for example in the areas of the quantum computing and Artificial Intelligence.

WE PROPOSE

Unit H.TF of DG CONNECT is seeking to hire a security analyst with a focus on cyber and related hybrid threats to the EU. The job provides a great opportunity to be involved in a dynamic and fast-evolving area where our work is of high impact and importance, and to become part of our enthusiastic, driven and welcoming team.

The position, as part of the Cyber Situation Centre sector, will consist of monitoring and reporting on the cybersecurity situation in the EU, assessing risks and identifying trends in relation to specific critical infrastructure sectors, products and technologies. You will analyse incidents and trends within the wider threat landscape and geopolitical situation and identify policy implications. This will involve fusing information from various sources, while always understanding and fully respecting security markings and confidentiality. An essential aspect of the role is the ability to respond immediately to requests for



reports and information as a contribution to the role of DG CONNECT and the wider Commission for crisis management.

You will work with colleagues across the DG and in other Commission services to analyse the impact on the threat landscape of new and disruptive technologies. You will use and contribute to the continuous improvement of threat intelligence platforms and tools within the Situation Centre, working closely with colleagues in other services and other EU entities, particularly the European Union Agency for Cybersecurity (ENISA) and the Computer Emergency Response Team for the EU institutions, bodies and agencies (CERT-EU). You will also work with an extensive team of consultants supporting the development of the Situation Centre.

You will develop excellent working relationships with not only ENISA and CERT-EU, but also with the European External Action Service (EEAS), Europol and other entities, with Member States and with NATO and other international organisations, and the private sector. You may represent the Commission in cybersecurity networks like European cyber crisis liaison organisation network (EU-CyCLONe) and the network of computer security incident response teams (CSIRTs Network).

The final allocation of tasks will depend on the profile of the successful candidate.

You would be expected to go on missions and to present our policies in conferences and events. The unit applies a flexible approach to work. You will be encouraged to develop your skills and gain experience beyond your day-to-day scope of activity so that you can personally develop in areas of your interest and support colleagues across the unit when necessary.

WE LOOK FOR

We are looking for an energetic self-starter with a strong background in intelligence and/ or security analysis, with an ability to explain technical issues clearly and accessibly to non-specialist audience.

The ideal profile for the job is to have experience of writing high quality reports about the geopolitical situation in both broad terms and with regard to specific areas of policy, economics and technology.

Also desirable are technical skills in cybersecurity, and experience working on EU affairs and in multinational environment.

You should have a proven ability to work autonomously and the capacity to lead and steer meetings and discussions.

You should have very good oral and written communication skills in English, other languages are considered an asset.

The main working language of the unit is 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:

(Reference: Call for interest EC/2025/CNECT/430295)



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. completed application form.Please send these documents by the publication deadline to Christian.DCUNHA@ec.europa.eu indicating the call for interest reference EC/2025/CNECT/430295 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 EU²
 - AND have a satisfactory knowledge (minimum level B2)³ 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 database⁴ 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.

² 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).

³ 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>).

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



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 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. 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**.

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.