



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 GREAT JOBS AND GREAT WORKING CONDITIONS:

- 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 of move between different policy 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 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](#).

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



eDiscovery Specialist in DG Competition of the European Commission

Job title: Specialist – Forensic Examiner

Domain: Information technology

Where: Unit COMP.CTO.1 – Data Analysis and Technology, Brussels

Functional Group: FG IV

Contract Type: 3b

Express your interest until: 04/04/2025 - 12.00 (Brussels time)

WE ARE

DG Competition (DG COMP) is responsible for the enforcement of EU competition rules. Within DG COMP, the Chief Technology Office (CTO) team leads digital innovation, addressing the data analytics and technological requirements of DG COMP. The 'Data Analysis and Technology' unit (Unit CTO.1) consists of three teams, the Data Science Intelligence Team, the Forensic Information Technology team, and the eDiscovery team.

The eDiscovery team is responsible for supporting DG COMP's operational units by leveraging Artificial Intelligence, including Technology-Assisted Review, to ensure efficient and accurate review of company documents obtained during competition law investigations. The team helps particularly in merger and antitrust cases as well as in investigations under the Foreign Subsidies Regulation (FSR) and the Digital Markets Act (DMA).

WE PROPOSE

We propose a position as an **eDiscovery Specialist**, with a focus on managing complex eDiscovery projects within the field of competition law.

eDiscovery specialists play a crucial role in supporting case teams by helping to identify, analyse, and manage electronic evidence from companies under investigation. They play a crucial role in guiding and validating the identification, collection, and processing of data, as well as managing the review and analysis stages of the Electronic Discovery Reference

Model (EDRM). By utilising advanced tools such as Nuix, SQL, Reveal, Brainspace, and Relativity, eDiscovery specialists efficiently handle large data sets while ensuring compliance with legal, regulatory, and Case Team requirements.

eDiscovery specialists provide expert guidance and best practices for data filtering, clustering and advanced analytics, including data culling. They offer strategic advice and practical support to case handlers by shaping the eDiscovery strategy in each case, delivering expert training on digital tools and techniques to improve case efficiency, and coordinating with IT representatives from investigated companies to ensure proper data identification, collection and processing.

eDiscovery specialists have a hands-on role in project management, from planning to final production, and collaborate with both internal and external teams to ensure technical and procedural solutions that meet the needs of DG COMP's operational units. They also engage in broader horizontal activities, such as policy development related to eDiscovery. This multifaceted position provides intellectual challenges and opportunities to innovate, directly contributing to the development of eDiscovery capabilities within DG COMP and improving investigative outcomes in high-profile cases. We offer a fulfilling post in the European Commission, with attention to work-life balance.

WE LOOK FOR

We seek a highly skilled and motivated eDiscovery professional with hands-on extensive experience using eDiscovery tools like Relativity and Brainspace/Reveal, and a proven track record of managing complex data projects. This experience is a mandatory requirement.

Applicants may come from diverse backgrounds, whether technical or non-technical, as long as they have significant practical expertise in eDiscovery. While technical expertise (such as scripting in Python/PowerShell, regular expressions for complex searches, or knowledge of file formats and large data extraction) is an asset, it is not a mandatory requirement for this role.

Strong analytical and problem-solving skills are essential, along with the ability to communicate technical processes clearly to non-technical stakeholders. Candidates should be adept at working in multidisciplinary teams and possess fluency in English; additional languages are a plus. A proactive mindset, adaptability, and a commitment to staying updated with industry trends will be key to success in this dynamic environment.

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. completed application form.

Please send these documents by the publication deadline to COMP-CTO.1@ec.europa.eu indicating the call for interest reference “**EC/2025/COMP/469645**” in the subject.

Due to the large volume of applications that we may receive only candidates selected for the interview will be notified.

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 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

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).

- 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.

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.

➤ **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.

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](#).

The duration of the renewal(s) will be defined according to the General Implementing Rules in force at that moment (currently, Commission Decision C(2017)6760 on policies for the engagement and use of contract agents).

Contract agents recruited in Function Group IV 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.