



Job opportunities within the Digital Services Act Enforcement Team (Ref.: Call CNECT RL DSA/2025/FG III-IV)

This is a call for expression of interest for Contract Agents in Function Groups IV, III to join the enforcement team of the Digital Services Act.

Expressions of interest are invited in the following profiles:

- Profile 1: Legal officer – FG IV
- Profile 2: Policy Specialist – FG IV
- Profile 3: Operations Specialist – FG IV
- Profile 4: Traffic measurement specialists – FG IV
- Profile 5: Technology specialists, data scientists and applied researchers – FG IV
- Profile 6: Legal, Policy, and Operations Assistants – FG III

A total of approx. 60 recruitments are expected to be made under this call, with approx. 50 recruitments in the FGIV category (with maximum 10 recruitments per profile), 10 in the FGIII category.

Candidates should select the **one** profile that corresponds best to their experience and interests. Where more than one profile could be suitable, candidates should select the one they are most interested in.

In their selected profile, candidates are invited to further select one or more specific sub-profiles that correspond most to their experience. The descriptions are below.

This call will serve for recruitment in any of the different units of the Platforms Directorate, depending on the sub-profile or strengths of the candidate and the best match to the evolving needs of the organization. The selection process is without prejudice to the eventual job title and job description, in case of recruitment.

This call for expression of interest closes and replaces previous calls launched in December 2022 and 2023. Applicants who were not selected in the previous call may apply again for this present call if they consider that their experience matches the profiles sought.

In case of recruitment, the main contractual aspects are the following:

Type of contract	Contract Staff for auxiliary tasks ¹
Function group and grade	FGIV (Profiles 1-5), and FGIII (Profile 6)
Initial contract duration	1 year (with the possibility of extensions up to 6 years in total)
Directorate	Platforms Directorate (CNECT.F)
Place of employment	Brussels, Belgium Only for Profile 5, there is also a possibility to be located in Sevilla, Spain or Ispra, Italy
Deadline for expressing interest	10 May 2025 at 12:00 CET

The working conditions of contract staff are governed by the Conditions of Employment of Other Servants of the European Union (Title IV)².

General information on Contract Agents can be found at this [link](#).

1. ABOUT US

Who we are

We are the Platforms Directorate at DG CONNECT.

Our work covers a broad range of policies and regulations applicable to online intermediary services, including the Digital Services Act, the Digital Markets Act, the Platform-to-Business Regulation, and the E-commerce Directive.

The Digital Services Act and the Digital Markets Act constitute ground-breaking digital regulations and are amongst this Commission's priority actions in the field of digital rules and regulations as part of the policies to build Europe fit for the digital age.

The Commission has established a new regulatory entity within DG CONNECT, in a dedicated 'Platforms Directorate'. Inside this Directorate, the Digital Services Act Enforcement Team is tasked with the regulatory work, under worldwide unique new powers of the Commission, supervising "very large online platforms" and "very large online search engines" designated by the Commission, i.e. those with more than 45 million users in the EU. This includes search engines and platforms such as social media sites, video-sharing platforms, and online marketplaces. The designated very large online platforms and search engines are also charged a supervisory fee on an annual basis, that the Commission needs to collect and manage. The Commission is also called to chair and convene the meetings of the DSA Board and its Working Groups.

¹ According to Article 3b of the Conditions of Employment of Other Servants of the European Union (CEOS).

² [Regulation No 31 \(EEC\), 11 \(EAEC\), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community.](#)

With these new regulatory powers, the Commission supervises the systems and processes that such online platforms put into place to assess and mitigate systemic risks on their platforms. The risk categories prescribed in the law include those linked to the dissemination of illegal content, risks linked to gender-based violence online, the protection of fundamental rights, including freedom of expression online, as well as risks linked to civic discourse and elections, and risks linked to physical and mental health, especially for minors.

This work is done hand-in-hand with the national regulatory authorities.

The European Centre for Algorithmic Transparency (ECAT), established at the Commission's Joint Research Centre, is fully embedded and integrated in the DSA enforcement team. Their work involves scrutinizing platforms' recommender systems and content moderation algorithms, as part of their overall compliance with the Digital Services Act. Under this call, we are also recruiting candidates who could be co-located in the ECAT locations of Brussels (BE), Sevilla (ES) or Ispra (IT).

The team also ensures coherence between the DSA and DMA, as well as coherence with other legislative initiatives at EU and national level.

The team frequently interacts with external stakeholders, including the regulated entities, civil society actors and academics, as well as works closely with Member States, regulatory authorities and other bodies with relevant expertise as well as relevant third countries and international organizations.

2. WHAT IS THE JOB ABOUT?

Overall purpose

We seek to reinforce the Platform Directorate, in particular as regards the supervision of Very Large Online Platforms and Search Engines subject to the DSA.

For the purpose of this call, we are particularly seeking the following six different profiles, set out below.

Where a candidate might be qualified for more than one profile, we invite candidates to select the one that would correspond to the area they would most be interested in working in.

Please note that only **one** profile should be selected. The selected profile should define your center of interest and expertise. Where selected, however, candidates may be asked to cover typical tasks from several profiles, depending on the background of the candidate. Working in multidisciplinary, cross-functional teams is the norm in the DSA team.

Profile 1: Legal officer (FG IV)

Working in this profile, you would be responsible for carrying out legal work for one or more aspects of in particular the Digital Services Act, including in case-teams or legal consistency

with other EU or national laws. This includes providing high-quality legal analysis and advice relevant to the DSA.

Typical work in this category involves drafting of legal documents, contributions to court proceedings, exchanges with Member States, enforcement decisions, requests for information, as well as supporting legal procedures such as internal consultations, access to file or inspections.

Candidates with specialized legal expertise in any of the Policy Domains under profile 2 should apply for this profile in case it fits better their center of interest and expertise and indicate the relevant policy domain as part of their application.

Sub-profile 1.1.: Specialist legal knowledge on enforcement of Union law's single market rules vis-à-vis Member States. This profile seeks candidates with good knowledge and sense for single market implications of the DSA and other adjacent rules, in order to provide a key contribution to simplification and regulatory consistency at EU and/or Member State level. Previous experience in adjacent areas (single market, E-commerce Directive, rules on consumer protection or product safety, media or tech regulation, for instance) would be an asset.

Sub-profile 1.2: Specialist legal knowledge in the field of the DSA. This profile seeks candidates who can contribute to successful DSA enforcement cases, based on specialized legal knowledge relevant to the DSA. Experience with relevant EU regulatory procedures and procedural rights (including access to file and inspections), such as from the field of competition law procedures or trade law, that can be applied to the supervision and enforcement of the DSA, would be an asset, though not required.

Sub-profile 1.3: Specialist legal knowledge related to financial, budgetary and administrative issues that can be applied to the management and collection of the DSA supervisory fee.

As part of the application process, you are invited to describe how your skills would contribute to the effective enforcement of the DSA.

Profile 2: Policy Specialist (FG IV)

In this profile, you would be responsible for carrying out supervision and enforcement-relevant monitoring, analysis and advice with a particular focus on specific areas relevant to the DSA.

The candidates applying under this profile may possess different educational backgrounds (including but not limited to economics, engineering, political science, law, social sciences, multidisciplinary studies) and should meet and demonstrate experience in one or more of the following sub-profiles.

While candidates with a background in law are not excluded from this profile, lawyers with relevant specialist background and experience are encouraged to primarily apply to Profiles 1.1. or 1.2. and to clearly specify in their application for which of the policy area(s) among those described below they possess the required qualification and experience.

Typical work in this profile may involve monitoring and assessing compliance of platforms with the DSA, drafting Requests for Information and analyzing responses, contributing to guidelines and secondary legislation, engaging with stakeholders and third parties, and contributing to legally sound enforcement decisions. The selected candidates will also contribute to ensuring consistency with the DSA of national laws and other EU law instruments, including new initiatives.

Sub-profile 2.1: Policy specialist knowledge in risks related to Recommender Systems, platform algorithms, as well as platform-related risks linked to Generative Artificial Intelligence.

Sub-profile 2.2: Specialist knowledge related to information manipulation, election integrity, coordinated inauthentic behavior and hybrid threats.

Sub-profile 2.3: Specialist knowledge in the area of online marketplaces, and aspects linked to consumer protection and non-compliant products, including counterfeit products. Candidates with specialist experience in App Stores are also encouraged to apply in this profile.

Sub-profile 2.4: Specialist knowledge in the area of protection of minors online, or specialists in the knowledge in the areas of mental health well-being in relation to social media.

Sub-profile 2.5: Specialist knowledge in the area of illegal content online, including child-sexual abuse material, terrorist content, illegal hate speech, as well as cybercrimes online including domains such as (financial) scams and fraud, human trafficking, and violence against women online.

We are additionally and specifically interested in candidates suited for the enforcement and supervision of the DSA with respect to pornographic services under this subprofile. Law-enforcement background is an asset, but not a requirement, under this subprofile.

Sub-profile 2.6: Specialist knowledge in the fields of financial audits, compliance audits or any other audits and/or in the fields of risk assessments and risk management who can support the supervision of compliance with the audit and risk assessment obligations under the DSA.

Sub-profile 2.7: Other specialist policy knowledge relevant to the DSA, including aspects such as fundamental rights online (including data protection), online advertising, IPR protection, risks linked to mapping or travel services, technical standardization relevant to the DSA, or other relevant fields. Candidates in this sub-profile should specify clearly how their background is relevant to the enforcement of the DSA.

Profile 3: Operations Specialist (FG IV)

In this profile, you would work on issues related to the operations team underpinning the enforcement of the Digital Services Act.

Sub-profile 3.1: Specialist financial and/or administrative knowledge of issues related to the management and collection of the DSA supervisory fee, financial accounting, and/or internal audit and compliance;

Sub-profile 3.2: Specialist knowledge of issues related to public procurement procedures, document management (including access to documents under Regulation 1049/2001), knowledge management;

Sub-profile 3.3: Internal and/or external communications specialist, including specialists in graphic design and visualization;

Sub-profile 3.4: Specialist knowledge of managing relations with bodies or organizations of national regulators, such as BEREC, ECN, EDPB or similar, including agenda setting and nurturing relations with national regulators or other stakeholders.

Sub-profile 3.5: Specialist knowledge of HR policies in large organizations such as the European institutions, including areas such as management of different contracts, organization and tracking of recruitment procedures, ethics at work and training.

Sub-profile 3.6: Document Management expertise to organize document management and filing activities, including registry functions. The ideal candidate will have experience with document management and filing systems, strong organizational skills, and attention to detail. Proficiency in Excel and a solid understanding of document retention policies in the public sector would be an asset. Basic computer programming experience is desirable, but not required.

Profile 4: Traffic measurement specialist (FG IV)

Working on this profile, you would bring specialist technical skills for the main objective of developing in-house methods to quantify the user bases of online platforms. In particular, you would use your technical skills to contribute to assessing the average monthly active recipients of online platforms and online search engines, assess the reported user counting and traffic, and perform methodological assessment. This constitutes an essential part in DSA enforcement to both determine which online platforms and online search engines should be designated as Very Large Online Platforms (VLOP) and Very Large Search Engines (VLOSE), and to determine their monetary contribution for the enforcement work (supervisory fee).

Your work will not only require developing and maintaining the software stack used to conduct these analyses, but also translating between engineering questions and legal and policy issues in the context of enforcement of the DSA.

Building on a first set of methods, you will identify open-source or commercially available databases (such as Similarweb, SensorTower or Semrush, among others) and determine how to prompt them in order to obtain indicative and statistically relevant information on traffic evolution across different services (taking into account various issues such as geolocation estimation, user duplication, desktop and mobile traffic, website and app traffic, etc.), and compare it against traffic data provided by the platforms themselves. You will also remain informed on state-of-the-art traffic measurement technologies, and engage with the relevant stakeholders in this area.

Depending on your profile and expertise, you would also contribute to the creation/maintenance of the technical infrastructure to monitor compliance and investigate non-compliance of the DSA, and / or contribute to ad-hoc analyses and reports as the need arises. You will carry out evidence gathering, data analysis and/or technology investigations and forensics on algorithms, data and other technological assets, including those inside the designated entities, based on the investigatory power of the Commission.

In particular, you should have knowledge of the traffic measurement ecosystem, techniques, and limitations, on both websites and applications. You should also have expertise in retrieving, harmonizing and merging statistical figures covering diverse statistical units and possibly published by different entities using diverse tools (APIs, database dumps, CSV, etc). Moreover, it's important to have fluency in Python and its main data manipulation libraries (pandas, NumPy, etc.). Finally, while not being mandatory, it will be valued in your application if you have knowledge about *web scraping*, past work experiences in web or app analytics, past work experiences in the ad ecosystem, usage of software and data versioning systems, contribution to open-source software.

We encourage you to apply if you recognize yourself in one or more of the above descriptions, or if you have a complementary or unique set of technical and scientific skills and experience.

Profile 5: Technology specialists, data scientists and applied researchers (FG IV)

Successful applicants to this profile will strengthen the European Commission's scientific and technical teams working on DSA supervision and enforcement. In this role, you will work alongside scientific, policy and legal experts within multidisciplinary teams. Experts in this profile contribute to a broad range of activities underpinning DSA enforcement, ranging from conducting data science experiments and analysis to produce evidence of potential DSA breaches, prepare digital forensic operations, to designing and using state-of-the-art digital infrastructures, software tools and AI systems for regulatory enforcement. As part of this team, you will be presented with the opportunity – and challenge – to analyze some of the most complex algorithmic systems currently used by the largest online platforms and search engines, assessing the societal risks they may pose.

You will work seamlessly with the [European Centre for Algorithmic Transparency](#) (ECAT) and act as a technical counterpart in interactions between the European Commission and designated Very Large Online Platforms (VLOPs) and Very Large Search Engines (VLOSEs), leveraging the European Commission's wide-ranging investigatory powers.

Successful candidates for this profile will be based primarily in **Brussels**, but we also invite applications from candidates interested in being based in ECAT sites located in **Seville** (Spain) and **Ispra** (Italy).

- **Sub-profile 5.1: Data science and AI specialists**, skilled in data science, machine learning, and artificial intelligence techniques, e.g. in natural language processing or computer vision applications, or with experience in social network analysis, applied graph theory, AI model testing and evaluation, data visualization, data engineering or related skills.

- **Sub-profile 5.2: Software engineering experts**, with experience in the development of complex software applications and libraries in Python and/or lower-level programming languages, or with experience developing secure data engineering applications, as a DevOps engineer, or designing and implementing cloud-based digital infrastructures.
- **Sub-profile 5.3: Sociotechnical system specialists**, including applied scientists, researchers and auditors with an interdisciplinary skillset, including experience in designing and conducting quantitative experiments and analyses, as well as using human-centered methods in order to assess the risks posed by complex sociotechnical systems and algorithmic systems.
- **Sub-profile 5.4: Security, networking, and digital forensics experts**, with a thorough understanding of the design of modern mobile and web applications, and/or extensive networking, digital forensics and reverse engineering skills, e.g. through building custom technical test environments.
- **Sub-profile 5.5: Technical project managers**, with the ability to drive the execution and completion of complex projects with a strong technological dimension, coordinating and overseeing the work of multidisciplinary technical teams, ensuring timely delivery with high quality, and coordinating with stakeholders to ensure requirements are met.
- **Sub-profile 5.6: Digital forensics investigation specialists**, with expertise in forensic investigation techniques applied to digital systems, including experience in forensic data collection, evidence preservation, and analysis of complex digital environments. Candidates should have a strong understanding of system integrity verification, data recovery, and forensic methodologies applicable to data and documents held by online platforms, cloud-based services, and in enterprise infrastructures. Experience in using specialized forensic equipment and software tools, in supporting investigations, compliance assessments, or auditing digital systems in high-stakes environments is desirable.

We encourage you to apply if you recognize yourself in one or more of the above descriptions, or if you have a complementary or unique set of technical and scientific skills and experience.

As part of the application process, you are invited to describe how you think these could be leveraged in the DSA context, whether for the assessment of recommender systems and generative AI systems, for the development of complex data science applications, or for the implementation of experimental studies to uncover societal risks in the online world.

Profile 6 - Legal, Policy, and Operations Assistants – FG III

In this profile, we look for a range of specialized assistants that provide valuable support to various teams in the enforcement structure.

Sub-profile 6.1: Policy and Operations Assistants

Candidates in this profile will be tasked variously with operational and policy support tasks, including preparation of board meetings and events with stakeholders, or drafting of briefings and correspondence, note-taking and document management, or budget consumption tracking. Under this sub-profile, HR policy assistants can also apply to contribute to the management of different contracts, organization and tracking of recruitment procedures, ethics at work and training.

Candidates in this profile will also support the wider team with background research and policy analysis, as well as supporting the management and monitoring of external contracts and procurement support.

Sub-profile 6.2: Legal Assistants / Paralegals

Working in this profile, you would carry out legal research and writing, including supporting legal drafting and revisions, background research on relevant laws, decisions and articles, and by collecting legal documents and information from different sources and preparing materials for potential cases.

In this sub-profile, you would also support case management, by managing case-files, documents, and schedules related to different cases, including deadline tracking and ensuring quality control of different records. Candidates in this sub-profile would also contribute to maintaining an up-to-date manual of procedures, as well as other relevant legal reference documents.

Sub-profile 6.3: Document Management Assistants to assist the DSA team in its filing activities, including registry functions. The ideal candidate will have experience with document management and filing systems, strong organizational skills, and attention to detail. Proficiency in Excel and a solid understanding of document retention policies in the public sector would be an asset. Basic computer programming experience is desirable, but not required.

3. WE LOOK FOR

To be eligible for recruitment under this call at the European Commission you must

- be 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,
- 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,
- have a thorough knowledge of one of the 24 official languages of the EU,
- have a satisfactory knowledge of a second official language of the EU to the extent necessary for the performance of your duties³,

³ For details on language levels, please see the [Common European Framework of Reference for Languages](#).

- For FG IV profiles, have a level of education which corresponds to **complete university studies of at least three years attested by a diploma⁴**.
- For FG III profiles: have a level of post-secondary education attested by a diploma OR a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

Professional qualification and professional experience

We are looking for professionals with relevant academic credentials and proven professional experience of at least two years as follows:

1. **For FG IV: Completed university studies of at least three years attested by a diploma in the following domains:**
Information Technology, Computer Science, Engineering/Science, Economics, Law, Political Science, Social Science, or other domain that is relevant to the specific position in which you are interested.
2. **For FG III: Completed post-secondary studies attested by a diploma in the following domains:**
Document management, paralegal, business administration, communication, or other domain that is relevant to the specific position in which you are interested.
3. **For both FG III and IV: Relevant professional experience of at least 2 years** in the relevant domains listed in section 2. This professional experience can be obtained prior to the relevant diploma.

The following expertise or professional experience in any of the following areas would be an advantage for all FG IV profiles:

- Professional experience in an international and multicultural environment;
- Knowledge/understanding of EU policies in the fields relevant to the profile;
- Knowledge/experience of regulatory supervision and enforcement in any related domain;
- Experience and understanding of audit & control systems.

The following expertise or professional experience in any of the following areas would be an advantage for FG III profile:

- Professional experience in an international and multicultural environment;
- Knowledge/understanding of EU policies in the fields relevant to the profile;
- Professional experience in processes.

All candidates should be able to demonstrate excellent **Communication skills** (both in writing and oral); high-quality **Team Working skills**, in particular the ability to flexibly integrate and thrive in a fast-paced, highly dynamic working environment with multiple cross-functional

⁴ Delivered by a recognized EU educational institute or, if delivered by a non-EU educational institute, recognized by at least one Member State of the EU.

teams; excellent **Analytical and Organizational skills** that ensure consistent and timely delivery of high-quality output.

4. HOW TO EXPRESS YOUR INTEREST

You may express your interest by filling in the [application form](#) by 10/05/2025 at midday 12:00 CET.

Please note that DG CONNECT will select only the candidates registered in the EPSO application database. Therefore, if you have not already registered in the EPSO application database you must do so in addition to expressing your interest. The present call for interest is complementary to the formal EPSO application system: it allows candidates of the EPSO database to signal to DG CONNECT that they are particularly interested in one of the positions advertised.

To register in the EPSO application you must apply for (at least) one profile in the list of “[Selection procedures for Contract Agents](#)” for Contract Agent Function Group IV (FG IV) or Group III (FG III). Please select the profile that best suits your education and experience⁵.

We will store the expression of interest forms in a database. Every time a vacant position arises, we will consult this database which contains the data of the persons that have expressed an interest to work for the Platforms Directorate of DG CNECT. If your profile is among the "best matches", you might be invited to sit the EPSO CAST Permanent computer-based multi-choice tests and/or might be contacted for an interview to further assess the competences required for the position that interests you.

Neither the request to sit the EPSO CAST Permanent tests nor the invitation for an interview commit in any way the European Commission to offer a Contract Agent position, should you succeed the test.

The position will be subject to rules on conflicts of interest.

Please note that the recruiting service will reserve the right to conduct a written test and to ask for letters of reference.

For information related to Data Protection there are two data separate data processings:

- On the one hand, the processing of personal data transmitted through the CAST database. Please see the Specific [Data Protection Record](#) 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.
- On the other hand, the processing of personal data transmitted through to the EU Survey tool. Please find below the privacy statement below.

⁵ For more information, please see the following links:

Registration EPSO account: <https://europa.eu/epso/application/passport/login.cfm?langsub=ok&lang=en>;
<https://eu-careers.europa.eu/en/help/faq/epso-account-application>.

General information: <https://eu-careers.europa.eu/en/cast-permanent-selection-procedure>

Call for Expression of Interest: <https://eu-careers.europa.eu/en/documents/call-expressions-interest-cast-p-2023>.

PROTECTION OF YOUR PERSONAL DATA

This privacy statement provides information about the processing and the protection of your personal data.

Processing operation: Use of EU Survey for the selection procedure for the Digital Services Act for contract agents

Data Controller: Directorate CNECT.F.2 (for the use of EUSurvey)

Record reference: DPR-EC-01488.1

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1. Introduction

The European Commission (hereafter 'the Commission') is committed to protecting your personal data and to respecting your privacy. The Commission collects and further processes personal data pursuant to [Regulation \(EU\) 2018/1725](#) of the European Parliament and of the Council, of 23 October 2018, on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data (repealing Regulation (EC) No 45/2001).

This privacy statement explains the reason for the processing of your personal data, the way we collect, handle and ensure protection of all personal data provided, how that information is used and what rights you have in relation to your personal data. It also specifies the contact details of the responsible Data Controller with whom you may exercise your rights, the Data Protection Officer and the European Data Protection Supervisor.

As for the use of EUSurvey tool, the responsible operational controller is CNECT.F2

2. Why and how do we process your personal data?

The purpose of the processing is to organise and manage the selection process for contract agents for the Digital Services Act, to ensure that the most suitable candidates are selected and recruited for the available position.

The data collected in the selection process is used to assess whether the candidate fulfils the criteria of the positions. It is also used to assess the suitability of the candidate for the positions. Certain data (concerning professional experience and training) are used for a comparative analysis between the candidates.

Data of candidates that are not invited to the panels are not processed or transferred further.

Data of pre-selected candidates (e.g. first name, surname, Per-ID, function group, diplomas, professional experience, CV) recorded in the relevant EUSurvey module will be shared with HR.B.3 and falls then under the scope of the DPR-02054.

Data of the selected candidate (e.g. first name, surname, Per-ID, function group, diplomas, professional experience, CV) is recorded in the relevant EUSurvey module for the purposes of processing the recruitment (for more information on how your personal data is processed in EU survey, please refer to DPR-EC-01488).

3. On what legal ground(s) do we process your personal data

This processing of your personal data is lawful based on the provisions of Article 5(1)(a) of Regulation (EU) 2018/1725, i.e.: 'processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the Union institution or body'.

This processing enables the Commission to implement the provisions of Articles 1, 3a, 3b and 82 of the CEOS, namely to engage contract staff, that is staff not assigned to a post included in the list of posts

appended to the section of the budget relating to the institution concerned and engaged for the performance of full-time or part-time duties.

Legal basis

- Article 1, 3a, 3b and 82 of the Conditions of Employment of other Agents of the Union.
- Commission Decision C(2017) 6760 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b thereof.

4. Which personal data do we collect and further process?

Within EU Survey, CNECT F.2 will process:

- first name(s), family name(s) currently used, family name(s) at birth;
- nationality or nationalities if relevant;
- place of birth, date of birth;
- address and contact details, including e-mail address;
- civil status;
- data concerning training and professional experience, including diplomas and work experience-related documents;
- knowledge of languages;
- motivational letter;
- CV.

Technical information related to EU Survey

- User credentials for the use of EUSurvey:
 - User login ID and password.
- The EUSurvey system uses:
 - Session "cookies" in order to ensure communication between the client and the server. Therefore, user's browser must be configured to accept "cookies". The cookies disappear once the session has been terminated.
 - Local storage to save copies of the inputs of a data subject in order to have a backup if the server is not available during submission or the user's computer is switched off accidentally or any other cause.
 - The local storage contains the IDs of the questions and the draft answers.
 - Once a participant has submitted one's answers successfully to the server or has successfully saved a draft on the server, the data is removed from the local storage.
- Analytics:
 - EUSurvey uses the Europa Analytics service for traffic statistics and analytics. For further information see [Europa Analytics](#) website.

No personal data within the meaning of Article 10 of Regulation 2018/1725 should be processed. However, if applicants report health data related to special needs (e.g.: as regards physical access to buildings and physical mobility), this information would also be processed for the purposes of organising logistics for the interviews of the selection panel.

5. How long do we keep your personal data?

Data of non-selected candidates derived from the EU Survey tool by DG CNECT is stored for 1 year after the closure of the call for interest.

Data of candidates that were invited to an interview or were successfully selected fall under the retention period of the [DPR-02054](#).

Survey specific data on EU Survey - i.e. data collected by the individual survey is retained as long as the questionnaire is valid.

Regarding user contact details on EU Survey the Commission only keeps user personal data for the time necessary to fulfil the purpose of the survey. In particular: as long as you are an EU staff member, your user account remains active and your personal data is therefore retained. However, you can, at any time, ask the EUSurvey team to terminate your account if you no longer wish to use the service. In this case, your user account, all associated data and all surveys and results will be permanently deleted. As an external user, you can, at any time, ask the EUSurvey team to terminate your account if you no longer wish to use the service. The corresponding account, all associated data, and all surveys and results will be permanently deleted. In addition, unused external user accounts are deleted after a period of inactivity of 2 years.

Analytics data is automatically removed from the user's device after 13 months.

For your applications for vacancies recorded in Sysper, the retention period applicable for Sysper database applies (please see DPR-EC-01230 "Technical and organisational data in SYSPER").

6. How do we protect and safeguard your personal data?

All personal data in electronic format (e-mails, documents, databases, uploaded batches of data, etc.) are stored on the servers of the European Commission. All processing operations are carried out pursuant to the [Commission Decision \(EU, Euratom\) 2017/46, of 10 January 2017, on the security of communication and information systems in the European Commission](#).

The Commission's contractors are bound by a specific contractual clause for any processing operations of your data on behalf of the Commission, and by the confidentiality obligations deriving from the transposition of the [General Data Protection Regulation in the EU Member States \('GDPR' Regulation \(EU\) 2016/679\)](#).

In order to protect your personal data, the Commission has put in place a number of technical and organisational measures in place. Technical measures include appropriate actions to address online security, risk of data loss, alteration of data or unauthorised access, taking into consideration the risk presented by the processing and the nature of the personal data being processed. Organisational measures include restricting access to the personal data solely to authorised persons with a legitimate need to know for the purposes of this processing operation.

7. Who has access to your personal data and to whom is it disclosed?

Access to your data is provided to authorised staff according to the “need to know” principle. Such staff abide by statutory, and when required, additional confidentiality agreements.

In the **EUSurvey module**, your online application for a vacancy will be accessible to: hierarchical superior in charge of the entity where the vacancy was published (Head of Unit CNECT.F2, Director CNECT.F, Director General), Resource Director, HR C of the DG concerned by the vacancy (DG CNECT).

In addition, selection panel members will be given access to your application in electronic and/or paper format.

The information we collect will not be given to any third party, except to the extent and for the purpose we may be required to do so by law.

8. What are your rights and how can you exercise them?

You have specific rights as a ‘data subject’ under Chapter III (Articles 14-25) of Regulation (EU) 2018/1725, in particular the right to access, rectify or erase your personal data and the right to restrict the processing of your personal data. Where applicable, you also have the right to object to the processing or the right to data portability.

You have the right to object to the processing of your personal data, which is lawfully carried out pursuant to Article 5(1)(a) of Regulation (EU) 2018/1725.

You can exercise your rights by contacting the Data Controller, or in case of conflict the Data Protection Officer. If necessary, you can also address the European Data Protection Supervisor. Their contact information is given under Heading 9 below.

Where you wish to exercise your rights in the context of one or several specific processing operations, please provide their description (i.e. their Record reference(s) as specified under Heading 10 below) in your request.

9. Contact information

- The Data Controller

If you would like to exercise your rights under Regulation (EU) 2018/1725, or if you have comments, questions or concerns, or if you would like to submit a complaint regarding the collection and use of your

personal data, please feel free to contact the Data Controllers DG CNECT.F.2 for the use of EUSurvey (CNECT-DSA-Recruitment@ec.europa.eu)

- The Data Protection Officer (DPO) of the Commission

You may contact the Data Protection Officer (DATA-PROTECTION-OFFICER@ec.europa.eu) with regard to issues related to the processing of your personal data under Regulation (EU) 2018/1725.

- The European Data Protection Supervisor (EDPS)

You have the right to have recourse (i.e. you can lodge a complaint) to the European Data Protection Supervisor (edps@edps.europa.eu) if you consider that your rights under Regulation (EU) 2018/1725 have been infringed as a result of the processing of your personal data by the Data Controller.

10. Where to find more detailed information?

The Commission Data Protection Officer publishes the register of all operations processing personal data. You can access the register on the following link: <http://ec.europa.eu/dpo-register>.

The specific processing activities have been notified to the DPO with the following references [DPR-EC-01488.1](#).