



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](#).

IT Project Manager

DG Climate Action of the European Commission

Job title: IT Project Manager

Domain: CLIMATE

Where: Unit CLIMA.E.3 - „Climate Information Systems“, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 06.06.2025 - 18.00 (Brussels time)

WE ARE

A highly motivated team of around 75 IT experts including business analysts, security experts, developers, architects and managers. Our mission is to implement, maintain and expand a mission critical IT system that supports DG CLIMA's mission and program. One of the largest platforms in our portfolio is the EU Emissions Trading System (EU ETS), the biggest emissions trading market in the world. The EU ETS works on the 'cap and trade' principle. A cap is set on the total amount of certain greenhouse gases that can be emitted by installations covered by the system. The cap is reduced each year so the total emissions fall. Within the cap, companies receive or buy emission allowances, which they can trade with one another as needed.

The ETS operations are centralised in a single Registry, called the Union Registry. It holds accounts for more than 15,000 operators from the power sector and energy intensive industry, including the aviation sector. The national administrators in Member States manage the participants to the EU ETS and their accounts, while DG CLIMA as the Central Administrator is responsible for providing the centralised infrastructure, operating and further developing the Union Registry in a changing policy and security environment.

Unit E3 is responsible for developing and operating the Union Registry and other information systems supporting the EU ETS. We strive to offer high quality services to the Member States, while providing a highly secure infrastructure for the market players. As the Commission's ambitions grow and DG CLIMA's mandate expands, we will be implementing more and more capabilities and systems supporting the European Green Deal, Fit For 55 and other policy initiatives.

WE PROPOSE

Unit CLIMA E.3 is seeking to hire one **IT Project manager**.

The position is for a highly motivated colleague who would like to work as Project Manager for Information Systems. The chosen candidate should have ability to translate business requirements into systems, along with a strong interest in managing the entire development cycle of an IT system: design, development, maintenance and hand-over to operations. (S)he will be responsible for / charged with:

- Contributing to the definition of the project's overall objectives and ensure that the development resources are efficiently allocated to achieving those objectives.
- Driving product development by translating policy requirements and/or business processes into applications and technical solutions.
- Managing a team of professionals in charge of project activities or in charge of the provision of IT services and/or outsourced contracts, coordinating their work and streamlining their deliveries.
- Analyse, develop, test, document, support and maintain information systems, in close cooperation with the business manager, business owners/representatives, system architects and support staff.
- Elaborating project strategies and planning, define work plan and deliverables, supervise deliverables, organise quality control, identify and analyse (potential) risks.
- Monitoring of costs, timelines and resources, including management, supervision and agile team coordination.
- Managing the project team, distribute workload, report on the team's activities.
- Providing effective leadership for the team, ensuring that team members are motivated and constantly developing their skills and experience.
- Ensure that project progresses as scheduled, under allocated resources, with pre-defined quality specifications, and take appropriate remedial action in case of deviations.

WE LOOK FOR

We are looking for a colleague with a distinguished set of skills. Specifically, we seek an IT Project Manager that should have:

- Solid knowledge in information technology and software development.
- Very good general technical knowledge of tools and technologies used in the European Commission, particularly of JEE, application servers, web services, DevSecOps, infrastructure, networking will be an asset
- Experience with the IT infrastructure and technology stack(s) of the Commission is an advantage.
- Minimum 4 years of experience in managing IT development projects through their entire lifecycle.
- Proven track record of applied project management and development methodologies and tools: Agile (e.g. SCRUM), Project management (PM2 would be a great asset).
- Knowledge of web development standards (e.g., W3C standards) would be an asset.

(Reference: Call for interest EC/2025/CLIMA/487434)

- Experience understanding the business and technical side; liaising efficiently with different stakeholders: business experts, engineers, end-users; running technical proof of concepts. Experience translating public policy requirements into IT solutions is an advantage.
- Experience in day-to-day leading, motivating and management of a cross-functional team.
- Have excellent communication, drafting and presentation skills in English as to effectively communicate with stakeholders.
- Sufficient competence in project management knowledge areas, particularly, the candidate must have demonstrated experience managing Agile development teams.
- The ideal candidate is well-organised, effectively manages uneven workload, is good at managing competing priorities and multi-tasking, can work autonomously, and assumes responsibility for the team and projects managed.

Strong organizational skills, proactivity and readiness to adapt quickly to a new working environment, advanced computer literacy, good drafting and presentation skills are required. Oral and written command of English is essential.

Considering the nature of the accesses and the sensitivity of the post, the jobholder shall be granted an EU security clearance (upon request when joining the team, if not granted before).

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 Radu.TUDOSE@ec.europa.eu indicating the call for interest reference **EC/2025/CLIMA/487434** 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 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.

Only qualifications issued or recognized 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.

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.

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://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).

³ 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.

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 checkup carried out by the Commission. Considering the nature of the accesses and the sensitivity of the post, the jobholder shall be granted an EU security clearance (upon request when joining the team, if not granted before).

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 years**. 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.