



## **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 jobs with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to move between different policy areas throughout 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 Sweden<sup>1</sup>. 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.

For more information [ec.europa.eu/work-with-us](https://ec.europa.eu/work-with-us)

## **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](#)

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



## Digital Services Secure Access Management Policy Officer

### DG TAXUD of the European Commission

**Selection reference:** TAXUD/COM/2025/417

**Domain:** Taxation and Customs

**Where:** Unit B.2 - Architecture & Digital operations, Brussels

**Staff category and Function Group:** Temporary agent 2b - Administrator

**Grade range:** AD 5-8

**Publication deadline:** 11.06.2025 - 12.00 (Brussels time)

#### WE ARE

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The Directorate-General for Taxation and Customs Union's (DG TAXUD) mission is to promote fair and sustainable policies that generate revenue for the EU and its Member States and ensure that EU citizens and businesses benefit from global trade and a safe and secure Single Market protected at its borders.

Within DG TAXUD, the mission of Directorate B "Customs Tariffs; Digital delivery of Customs & Taxation Policies" is to lead the strategy, planning and design of the digital agenda for EU customs and taxation policies, to implement EU customs tariffs policies and to contribute to launching the new Carbon Border Adjustment Mechanism (CBAM) in the context of the Green Deal. The Directorate is also engaged in the negotiation of the Customs Reform proposal. The eventual creation of a Customs Authority will have important implications for the work of Directorate B, for which preparatory work is already under way. If approved by the Council, the creation of the European Customs Authority (EUCA) and its Data Hub is planned as of 2028.

TAXUD.B.2 is responsible for Digital policies and Platforms for EU Customs and Taxation policies, the preparation of the EU Customs Data Hub in the context of EU Customs Reform and the CBAM Registry deployment and management. Digital policies include Secure access, AI, Data Analytics and Digital identities. TAXUD.B.2 employs 25 officials supported by approximately 35 proximity consultants with a yearly budget around 65 million EUR, and all operational services are outsourced in near EU shore. Key stakeholders encompass the Customs, Trade and Environment administrations of the Member States and Third Countries, other Commission Services, the economic operators and trader community and civil society, for Customs, Taxation and Excise domains.



## WE PROPOSE

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We propose a diverse assignment for a dynamic and motivated AD Administrator as **Digital Services Secure Access Management Policy Officer** to coordinate our team in shaping the future of digital identity solutions in Customs and Taxation policies. As a key player in the European Commission's Digital Single Market strategy, he/she will have the opportunity to work on cutting-edge projects that aim to simplify and secure digital identity verification, enabling faster and more efficient cross-border transactions. He/she will be responsible for ensuring compliance with relevant EU legislation such as the electronic Identification, Authentication and Trust Services (eIDAS), working on projects like digital identity wallets and verifiable credentials. He/she will also contribute to the overall digital agenda for EU Customs, Taxation, and CBAM policies, facilitating synergies with other DGs (such as CNECT and DIGIT) involved in digital identity policymaking. This is a unique chance to be part of a dynamic team that is driving innovation in digital identities, working with a range of stakeholders, including Member States Customs, Tax and Environmental administrations, Economic Operators on global scale, project teams and contractors to deliver high-quality results. He/she will promote the adoption of digital identity solutions to address concerns around fraud and protectionism.

## WE LOOK FOR

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The ideal candidate has experience as a **Policy Officer in Digital Services Secure Access Management** solutions. He/she has a good understanding of digital identity concepts, as well as proven experience in leading teams and managing projects. He/she has very good communication skills, with the ability to work effectively with a range of stakeholders, including technical experts, policymakers, and external partners. Analytical and problem-solving skills are important, with the ability to analyse trends and policy developments and assess their potential impact on digital identity solutions. He/she is a strategic thinker, able to drive innovation in digital identity solutions, and a leader who can motivate and inspire team members to deliver high-quality results. He/she is collaborative, open-minded, and flexible, with the ability to work effectively in a fast-paced and dynamic environment, navigate diverse policy landscapes, and respond to changing priorities. If you are a motivated professional, interested in digital identity solutions and want to shape the future of customs and taxation policies, we encourage you to apply for this exciting opportunity. Experience working with EU institutions and stakeholders is a plus.



## **HOW TO EXPRESS YOUR INTEREST?**

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 [TAXUD-UNIT-B2@ec.europa.eu](mailto:TAXUD-UNIT-B2@ec.europa.eu) indicating the selection reference **TAXUD/COM/2025/417** 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 temporary 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 post
- Produce the appropriate character references as to suitability for the performance of the duties.

##### Qualifications:

In order to be recruited for this position, you must have at least a level of education which corresponds to completed university studies of at least 3 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. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

##### Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU<sup>2</sup>
- AND a satisfactory knowledge (minimum level B2) of a second official language of the EU, to the extent necessary for the performance of the duties.

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<sup>2</sup> 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).



### ➤ **What about the selection steps?**

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority<sup>3</sup>. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

A selection panel will choose a limited number of candidates for interview, based on the CV and application form that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase 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 supply documentary evidence in support of the statements made in their application.

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 **Brussels**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

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<sup>3</sup> Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



### ➤ **Grade**

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2013\)9049](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be that of a new published competition or already planned in the field. If there is none, recruitment will be at the level of AD5. The Authority authorised to conclude Contracts of Employment ('AACE') may grant a grade AD6 or AD7 based on an assessment of the needs of the service, including without limitation the nature of the profile sought, the level of responsibility to be exercised or the labour market conditions for the profile in question, and on the duration of the candidates' previous appropriate professional experience. The maximum recruitment grade is AD8, which may be granted under very exceptional circumstances.

The duration of the **1<sup>st</sup> contract will be of 1 to 3 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service. 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\(2013\)9049](#) on policies for the engagement and use of temporary 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.