



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 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 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.



IT Security Officer (FGIV)

in DG Translation of the European Commission

Job title: IT Security Officer

Domain: Information Technology

Where: Unit DGT.T.1 – IT services, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 11.07.2025 – 12.00 noon (Brussels time)

WE ARE

The Directorate-General for Translation (DGT) is the European Commission's language service, the largest public translation service globally, playing a vital role in the EU's multilingualism policy. We help bring the Union's policies closer to its citizens. Our Technology Directorate (DIR.T) fosters a cutting-edge IT environment and spearheads innovation, including in AI, to keep DGT at the forefront of digital transformation.

Unit T.1, within DIR.T, is crucial in supporting all users, enabling DGT to deliver high-quality translations and language services. We develop and maintain information systems for DGT's enterprise architecture and business processes and manage software acquisition. Our unit actively implements the Commission's Digital and Data Strategies. Based in Brussels with team members also in Luxembourg, Unit T.1 values a supportive and collaborative atmosphere where the human aspect is central to our success. You will be joining a team led by a Head of Unit, supported by three Heads of Sector.

WE PROPOSE

We are looking for an IT Security Expert to be the focal point for many IT security matters in our unit. You will play a key role in protecting our digital assets and ensuring our operations are secure and resilient.

Your responsibilities will include:

- **Policy and Governance:** You will help shape and implement corporate IT security policies within DGT. This involves preparing briefings for management, advising on security aspects in IT documentation, and contributing to discussions on IT architecture and cybersecurity.
- **Technical Security and Compliance:** You will manage and maintain security controls for our applications, ensuring they are consistent and up-to-date. This includes reviewing compliance, coordinating the remediation of failed controls, and formalising security risks.



- **DevSecOps:** You will provide technical support to address vulnerabilities and will be responsible for implementing security controls within our CI/CD processes.
- **Coordination and Communication:** You will act as the bridge between our unit and corporate cybersecurity teams. You will draft the annual review of IT Security Plans, Disaster Recovery Plans, and our contributions to Business Continuity exercises.
- **Awareness and Reporting:** You will help promote a culture of security by organising and participating in awareness campaigns. You will also disseminate relevant security information to staff and report on security measures to corporate entities.

WE LOOK FOR

We are seeking a proactive and skilled professional with a deep understanding of the IT security landscape.

Essential qualifications and experience

- Proven professional experience in the field of IT security.
- Solid experience in IT security governance, risk management, and compliance.
- Demonstrable knowledge of security standards and frameworks (e.g., ISO 27001, NIST).
- Technical experience with vulnerability management and security controls.
- Hands-on experience with implementing security in CI/CD pipelines (DevSecOps).
- Experience in coordinating Business Continuity and IT Disaster Recovery plans.
- A strong command of English, both written and spoken, is required for communication and documentation.

Key competences

- **Communication:** You have excellent communication skills, with the ability to explain complex technical issues to both technical and non-technical audiences.
- **Analytical and Problem-Solving Skills:** You possess a sharp analytical mindset and a structured approach to solving complex problems.
- **Coordination and Collaboration:** You are a team player who can effectively liaise with multiple stakeholders across different teams and corporate bodies.
- **Attention to Detail:** You are thorough and precise in your work, from reviewing documentation to implementing security controls.
- **Initiative and Autonomy:** You are capable of working independently, taking initiative, and managing your responsibilities effectively under pressure.



If you are passionate about cybersecurity and want to contribute to a key public service at the heart of the European Union, we would love to hear from you.

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 DGT-T-1-SECRETARIAT@ec.europa.eu indicating the call for interest reference EC/2025/DGT/417269 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.

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.

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>).



➤ **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.

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



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 3 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.