



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 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.

For more information 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](#)

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



IT Service Officer – Identity Management Lead

Directorate-General DIGIT of the European Commission

Selection reference: DIGIT/COM/2025/1146

Domain: Information Technology

Where: Unit DIGIT.B.3 – „Digital Trust“, Luxembourg

Staff category and Function Group: Temporary agent 2b – Administrator

Grade range: AD5-AD8

Publication deadline: 07/07/2025 – 12.00 (Brussels time)

WE ARE

The Unit is dedicated to enabling secure and efficient exchange of information in the digital age. Our goal is to help our stakeholders build trust in their digital interactions, streamline their workflows, and improve their cybersecurity posture.

To achieve this, we deliver innovative, reliable, and cost-effective solutions that meet their evolving needs, while maintaining the highest standards of security, privacy, and compliance. Our unit provides digital services to help EU Institutions, Bodies and Agencies (EUIBAs), private and public administrations to authenticate (single sign-on), authorise, sign (electronic signature), and securely exchange documents (EU Send), to support sensitive information exchange between public bodies requiring guaranteed service levels.

We believe that trust is the foundation of the digital economy, and we strive to be the trusted partner of choice for EUIBAs, private and public administrations and citizens seeking to secure their digital landscape.

WE PROPOSE

DIGIT B.3 is seeking to hire an IT Service Officer – Identity Management Lead

The Identity and Access Management (IAM) services managed by the sector (EU Login, EU Access, EU Provisioning) are mission-critical for the EC IT ecosystem and the successful candidate will coordinate the activities related with the development, deployment and operations. (S)he will provide direction and monitor the work of a team of internal and external (Service providers) resources. S(he) will ensure a proper integration of IAM services with the other components that form the Digital Identity services ecosystem and will coordinate with the other official in the Identity Management (IM) team who is responsible for the DevOps activities.



The list of duties will include:

- Oversee service management activities and monitor the quality of the provided service. Publish and deliver service information to end users. Identify client needs, establish, propose and implement service evolution. Assist the head of sector drafting the yearly work plan, etc.
- Oversee project management activities. Plan the activities, manage priorities and ensure they are respected, ensure that project management activities follow standard project management techniques, etc.
- Coordinate closely with the IM DevOps lead to ensure that development activities related to the implementation and/or evolution of software components are advancing according to plans.
- Contribute to relevant policy and vision documents, review technical documents and proposals to ensure their compliance with policies, security standards and best practices, etc.
- In the context of projects financed by European funds, liaise with counterparts in the Member States, other institutions and with partner DGs and other units within the Commission (e.g. DG CNECT, DG TAXUD, HR.DS, etc.)

The post is located in Luxembourg.

WE LOOK FOR

The successful candidate will be passionate about digital transformation and how Digital Identity Services enable new ways of working. S(he) will want to be part of a fast-paced environment and have a key role on paving the way for the future of EC's Digital trust services.

S(he) will already have past experience in managing teams operating in the Digital Identity (or related) landscape, and will be familiar – from their work experience – with acronyms such as IAM, IdP, SSO, MFA, TOTP, PKI, OAuth, OIDC, SAML, SCIM, WebAuthn, FIDO, etc. (the list is indicative, experience with all of the above is not an absolute requirement).

As we are also transitioning towards a more agile approach how we manage our development and operational activities, prior experience on a DevOps environment would represent a strong asset.

And first and foremost, customer centric being a major aspect of the role, your ability to moderate workshops, chair meetings and facilitate technical stakeholders' interaction will be key to make her/him successful in the role.

The ideal profile for the job is a university graduate with eight years or more of relevant experience, comfortable in both English (our main language) and French, with technical and interpersonal skills that enable him to work in our diverse and multicultural environment.



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 DIGIT-B3@ec.europa.eu indicating the selection reference DIGIT/COM/2025/1146 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 EU²
- 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.

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).



➤ **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 priority³. 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 **Luxembourg**.

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.**

³ 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 **1st 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.