



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 positions with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to try several areas or move between different policy areas in 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.



Policy officer in Cybersecurity

DG CNECT - European Commission

Job title: Policy Officer

Domain: ICT SAFETY and SECURITY

Where: Unit CNECT.H.1.002 - Cybersecurity Technology and Capacity Building, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 30.06.2025 - 12.00 (noon, Brussels time)

WE ARE

CNECT.H.1 "Cybersecurity Technology and Capacity Building" is responsible for developing and implementing EU policies and tools on cybersecurity, thus contributing to Europe's digitisation and strategic autonomy, in line with the EU Cybersecurity Strategy. Our work concerns ongoing and future EU initiatives such as the EU Toolbox on 5G cybersecurity, Cyber Solidarity Act, including the development of the European Cybersecurity Alert System consisting of National and Cross-border Cyber Hubs (SOCs), Cybersecurity Skills Academy, as well as EU financial support for cybersecurity projects.

Moreover, the Unit also acts as Commission interface with the EU Cybersecurity Agency (ENISA) and the European Cybersecurity Competence Centre (ECCC) as well as interacts with other important actors in the EU cybersecurity ecosystem, such as the NIS Cooperation Group.

We are a multidisciplinary team at the intersection of legislation, policy and research/innovation, working to improve trust and security in the digital environment. The Unit is dynamic, committed, team-oriented and has a friendly atmosphere

WE PROPOSE

We propose an attractive position of Policy Officer with a strong policy, analytical and technical dimension, working in the very dynamic cybersecurity area, which has raised to the top of EU policy priorities and will continue to gain in importance. In this context, unit CNECT.H1 has policy, legislative and budget responsibilities involving interactions with many other Commission services, European Parliament and Council, EU cybersecurity agencies, and stakeholders outside EU institutions.



At the moment, the unit is in particular working on the implementation of the “Cyber Solidarity Act (Regulation recently adopted), the Cybersecurity Skills Academy communication (initiatives in the area of cybersecurity skills) and on the revision of the “Cybersecurity Act” (Regulation adopted in 2019). We are also setting up cooperation mechanisms on cybersecurity threat detection and assistance, in line with the Cyber Solidarity Act objectives, involving the Commission, Member States, ENISA, the ECCC and private providers.

The person recruited for this open position will be directly involved in shaping these exciting developments of EU policy. S/he would contribute to several key files of the unit, in particular:

- ICT Supply chain security policy and implementation of the the Cyber Solidarity Act
- Develop and implement existing and future policy initiatives in the area of cybersecurity by providing policy and technical advice

S/he will be contributing to policy analysis in areas such as cybersecurity risk assessments in support of EU economic security and digital sovereignty, including 5G cybersecurity policy, risk analysis of digital value-chains and critical sectors of European economy (in light of the NIS Directive, relevant EU sectoral legislation, and various Council conclusions), policy advice on the development of f EU funding programs and projects, including cooperation with the European Cybersecurity Competence Centre (ECCC).

The final allocation of tasks will depend on the profile of successful candidate.

WE LOOK FOR

We are looking for a dynamic person with:

- strong policy and technical expertise in the area of cybersecurity with a good understanding of Artificial Intelligence in the cyberdomain being an asset
- a keen interest in legal and policy issues related to digital technologies
- experience in developing EU policies and legislation or in implementing EU funding
- an ability to quickly analyse and present complex policy and technical issues, orally and in writing, with excellent drafting skills
- knowledge of Commission decision procedures and working methods would be an asset.
- a proactive approach, ability to work autonomously and to collaborate with other DGs and stakeholders outside the Commission

The job requires excellent drafting skills in English as well as ability to speak in public in this language. Understanding and operational working level of French would be an asset.



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
Svetlana.Schuster@ec.europa.eu indicating the call for interest reference
EC/2025/CNECT/488145 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.

➤ 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

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



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.

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.

[For 3b] The duration of the **first contract will be 1 year**. Subject to the interest of the service, the contract may be renewed one or more times up to a maximum duration of 6 years.

The duration of the renewal(s) will be defined according to the General Implementing Rules in force at that moment (currently, [Commission Decision C\(2017\)6760](#) on policies for the engagement and use of contract agents).

Contract agents recruited in Function Group IV have to successfully complete a 9-month probationary period.

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



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.