



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 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.



Policy Officer

countering cyber & hybrid threats

in DG DEFIS of the European Commission

Job title: Policy Officer in countering cyber & hybrid threats

Domain: Defence

Where: Unit DEFIS.A3 – Defence Single Market and Hybrid Threats, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 13.11.2025 - 12.00 (noon, Brussels time)

WE ARE

The Directorate-General for Defence Industry and Space (DG-DEFIS) is the European Commission's department tasked with strengthening the competitiveness and innovation of the European defence industry by ensuring the evolution of a resilient European defence technological and industrial base (EDTIB) as well as supporting the creation of European defence equipment market (EDEM) providing for a level playing field and enabling the EDTIB to achieve economies of scale. To do so, we enable investments to support defence supply chains, with special attention on small and medium-sized enterprises (SMEs). Our work is guided by the European Defence Industrial Strategy (EDIS), as well as the White Paper for European Defence Readiness 2030 and is implemented through a set of programmes and initiatives.

As part of Directorate A, entrusted with the development of the defence single market and hybrid threats agenda, Unit A.3's mission is to achieve a genuine defence internal market contributing to a stronger Europe in the field of security and defence and to address the EU's vulnerabilities to cyber and hybrid attacks, among others by building up the Union's resilience and capacity to counter them more robustly and effectively. Unit A.3. works in close collaboration and in a flexible set-up with other Units of the Defence Policy Directorate.

WE PROPOSE

His/her task will be to

- Contribute to the development and implementation of policy initiatives and legislation as appropriate in the area of EU defence industry and cyber defence;



- contribute to address Europe's vulnerabilities to cyberattacks and hybrid attacks and build up our resilience and capacity to counter them more robustly and effectively, including design of a cyber defence common project,
- Develop policy initiatives in support of a competitive, innovative and resilient defence industry in the EU
- Contribute to the implementation of the Joint Framework on Countering Hybrid Threats.
- conceive and co-ordinate policy developments and follow up policy and legislative proposals through the inter-institutional decision-making process in a particular area with a view to ensuring coherence in the implementation of Commission's policy in the area of cyber defence & security.
- Based on comprehensive analysis of potential and existing hybrid threats, as well as identified vulnerabilities, she/he will contribute also to the design of a comprehensive EU policy to mitigate hybrid threats and propose policies adaptable to their evolving nature of hybrid threats. She/he will work with various actors in several sectors, including other Commission services Member States, the External Action Service, NATO, EDA private companies and international partners.
- She/he will need to maintain a high level of knowledge of the trends and evolutions affecting the hybrid threats and cyber defence fields.

WE LOOK FOR

We are looking for a dynamic, motivated and enthusiastic colleague with experience in measures building resilience and countering hybrid threats and in cyber defence policy, ideally complemented by knowledge of the European defence industry and market. The successful candidate should have strong analytical skills, as well as policy making experience. He/she should have the ability to work in a proactive way, possess very good communication skills and be able to establish and maintain constructive working relationships with other Commission services, EEAS, EDA and with external stakeholders (Member States, industry, NATO).

The candidate should in particular have:

- Experience in hybrid threats, cyber defence policy, cybersecurity, information security, or related roles and experience in stakeholders' engagement in the defence industry, as well as with Member States and NATO;
- Experience in conception and/or development of initiatives aiming at addressing vulnerabilities to hybrid and cyber-attacks and fostering capacity to mitigate them; understanding of cyber threats and protective/mitigating measures
- Strong analytical skills applied to the of countering hybrid threats and to cyber defence policy;
- Good knowledge of the EU defence sector and defence market, as well as defence industrial policy at EU and/or Member State level is an asset;
- Strong (written and verbal) communication skills for policy drafting and stakeholder engagement;
- Excellent written and oral knowledge of English;
- Ability to work effectively and in teamwork with diverse groups and build strong networks;



- Capability to anticipate future challenges and managing emergencies, including mitigating damages

A good command of English is essential for the performance of the duties and the efficient communication with internal and external stakeholders.

The post requires candidates to be in possession of a valid security clearance (PSC) at SECRET UE/EU SECRET level. The successful candidate will be required to undergo security vetting if she or he does not already hold security clearance at appropriate level (EU secret), in accordance with the relevant security provisions.

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 DEFIS-A3@ec.europa.eu indicating the call for interest reference EC-2025-DEFIS-449458 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 ENGLISH
- 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.

² For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/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**.



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. Candidates will be required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ 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 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.

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.