



## **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.



# POLICY OFFICER IN QUANTUM TECHNOLOGIES

## DG Communications Networks, Content and Technology (CNECT) of the European Commission

**Selection reference:** CNECT/COM/2025/1998

**Domain:** European Policy

**Where:** DG CNECT, Unit C2- „Quantum Technologies“, Luxembourg

**Staff category and Function Group:** Temporary agent, Administrator

**Grade range:** AD5-7

**Publication deadline:** 15.10.2025 - 12.00 (Brussels time)

### WE ARE

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DG CONNECT supports the digital transformation of Europe's economy and society and designs policies to foster the internal market, make Europe fit for the Digital Age, and strengthen technological sovereignty.

Unit CNECT.C2 (Quantum Technologies) leads the Commission's work to design and implement EU policy for quantum computing & simulation, communications, and sensing & metrology, together with cross-cutting actions on industrialisation, standards, funding, metrology and skills. We steer the implementation of the Quantum Europe Strategy and contribute to the preparation of a forthcoming Quantum Act, turning Europe's scientific excellence into competitive industrial capabilities, secure infrastructure and societal benefit.

We shape and monitor actions under Horizon Europe and Digital Europe and coordinate closely with the EuroHPC Joint Undertaking on actions it will implement (e.g. procurement, integration and operation of quantum computers/simulators and hybrid HPC–QC workflows). We work with the Chips Joint Undertaking and other initiatives on quantum chips and enabling technologies (control/readout electronics, cryogenics, integrated photonics, packaging) and with National Metrology Institutes on calibration, validation and certification frameworks for quantum devices.

In quantum communications, C2 covers research and innovation policy, standards/interoperability, testing and certification frameworks, and the evolution towards future quantum networks; EuroQCI deployment itself is handled by CNECT.C4, with whom we coordinate closely to ensure policy and technical alignment. We also facilitate innovation and investment by working with the EIC, the EIB Group (EIB/EIF), InvestEU and national promotional institutions to help EU startups and scale-ups in quantum access funding, pilot facilities and markets, while ensuring policy coherence with EU programmes.

Our portfolio includes road-mapping towards fault-tolerant quantum computing (FTQC), benchmarks and test infrastructures, industrial pilots with end-users (chemistry, optimisation, materials, ML), skills and competence centres, and economic-security/dual-use work (export controls, supply-chain resilience, secure research). Evidence-based policy, measurable KPIs and rigorous programme management underpin our work.

(Selection reference CNECT/COM/2025/1998)



## **WE PROPOSE**

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A position as Policy Officer contributing to:

- Implementation of the Quantum Europe Strategy (governance, roadmaps, KPIs).
- Preparatory work for a Quantum Act (impact-assessment inputs, options analysis, legal drafting support).
- Technical policy coordination with the EuroHPC JU, which will implement selected actions (acquisition/operation of QPUs/simulators, hybrid HPC–QC integration, access/user programmes).
- Design and end-to-end management of EU-funded actions (grants and procurements), structured engagement with Member States, industry, academia and EU bodies, and coordination with EU financing instruments (e.g. EIC, EIB/EIF, InvestEU) to support quantum startups and scale-ups.
- Frequent contacts with external stakeholders from academia, industry and Member States, but also colleagues from the DG, and other services from the Commission (e.g. RTD, EIC, DEFIS, GROW).

### **Your main tasks**

#### **Q. Europe Strategy Implementation**

- Contribute to multi-annual/annual work plans to implement the Quantum Europe Strategy with Member States and EU bodies.
- Draft briefings, fiches and text inputs supporting a Quantum Act (R&I governance, infrastructures, standards/certification, skills, industrial measures).
- Address economic-security aspects (export controls, secure research, supply-chain risk mapping for enabling components).

#### **Programme design & implementation**

- Prepare, evaluate and monitor Horizon Europe / DEP actions; manage the full grant lifecycle in eGrants/COMPASS/SyGMA (evaluation, GAP, reviews, amendments, payments, closure).
- Coordinate with EuroHPC JU on actions it implementation (procurement & integration, hybrid HPC–QC, access schemes, new calls).
- Interface with Chips JU, National Metrology Institutes and standardisation bodies; ensure security/ethics/IP compliance.
- Engage with the EIC, EIB/EIF and InvestEU to facilitate funding opportunities for EU quantum startups and scale-ups, and ensure alignment with policy priorities.

#### **Quantum technologies**

- Computing & simulation to coordinate hybrid HPC–QC integration with EuroHPC, follow hardware/platforms and FTQC pathways, and support cross-platform benchmarks and pilots.
- Communications to shape R&I policy, standards/interoperability and testing/certification (e.g. QKD/QRNG modules, control/orchestration for future quantum networks & Quantum Internet); align with CNECT.C4 on EuroQCI-related policy.
- Sensing & metrology: advance actions on PNT/gravimetry/magnetometry/optical clocks; develop calibration/validation networks and support pilots and standardisation inputs.

#### **Industrialisation, standards & skills**

- Contribute to pilot lines and testing infrastructures, metrology and certification schemes; strengthen supply-chain resilience and support skills/competence-centre actions.

#### **Stakeholder engagement & international**

- Organise consultations and working groups; liaise with Member States, JUs and agencies; engage with like-minded partners under appropriate safeguards.



## WE LOOK FOR

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We seek a colleague with strong policy skills and deep technical literacy in quantum technologies.

### A. Required

- Degree in quantum physics, photonics, computer science, IT/electrical/telecom/software engineering or a closely related field.
- Demonstrated familiarity with at least one pillar and its stack, for example:
  - *Computing/simulation*: qubit platforms; cryogenics; control/readout; quantum firmware/OS; compilers/IRs; resource estimation; hybrid HPC–QC orchestration; emulation/benchmarking.
  - *Communications*: QKD protocols; quantum memories/repeaters; network orchestration/control-plane; simulation/emulation; testing & certification approaches; PQC interfaces; QRNGs.
  - *Sensing & metrology*: atom interferometry (gravimeters/IMUs), NV-centre magnetometry, optical clocks; calibration and certification frameworks.
- Excellent analytical, drafting and communication skills; ability to frame options, assess trade-offs and grasp political/economic-security angles.
- Proven ability to translate technical roadmaps into policy instruments, calls and implementation plans.

### B. Assets (strongly desired)

- Hands-on experience with Horizon Europe/Digital Europe grant management in eGrants/COMPASS/SyGMA (evaluation panels, GAP, reviews, amendments, closure).
- Knowledge of EuroHPC hybrid integration (schedulers, middleware, data locality, latency) and relevant Chips Act/JU measures for quantum-enabling technologies.
- Experience with standardisation/benchmarking/certification (KPIs, metrology, testbeds) in computing, communications or sensing.
- Understanding of export controls, investment screening and procurement/data rules relevant to dual-use quantum tech.
- Track record of engagement with Member States, JU governance, industry consortia and National Metrology Institutes.

### C. Personal qualities

- Proactive, organised, resilient, comfortable working both autonomously and in teams.
- Problem-solving mindset, stakeholder-oriented, inclusive.

### D. Languages

- English (excellent command required). French is an asset, other EU languages welcome.

## HOW TO EXPRESS YOUR INTEREST?

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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 [CNECT-C2@ec.europa.eu](mailto:CNECT-C2@ec.europa.eu) indicating the selection reference CNECT/COM/2025/1998 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.

#### ➤ What about the selection steps?

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

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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).



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 another 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(d) of the [Conditions of Employment of Other Servants](#), in function groups 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\(2025\)4716](#) 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 calculated based on the qualifications and the number of years of professional experience, according to Art. 13 of the Commission Decision C(2025)4716. Higher grades may be granted exceptionally.

The duration of the **1<sup>st</sup> contract will be of 1 to 4 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service, in accordance with [Commission Decision C\(2025\)4716](#) 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.