



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.



Technicians – ventilation & cooling

Directorate-General Joint Research Centre (DG JRC) of the European Commission

Selection reference: JRC/COM/2025/1958 & JRC/COM/2025/2184

Domain*: Science and Research

Where: Unit JRC.G.2 – „Infrastructure“, Karlsruhe

Staff category and Function Group: Temporary agent 2d – Assistant

Grade range: AST1-3

Publication deadline: 19.12.2025 - 12.00 (Brussels time)

WE ARE

The Joint Research Centre is the science and knowledge service of the European Commission and provides independent, evidence-based knowledge and science, supporting EU policies to positively impact society. The activities are carried out in collaboration with relevant Commission Services, national and international organisations and stakeholders. The JRC is located in five Member States (Belgium, Germany, Italy, the Netherlands and Spain). More information about the JRC can be found at: https://joint-research-centre.ec.europa.eu/index_en

JRC Directorate G for Nuclear Safety and Security implements the JRC Euratom Research and Training Programme to serve both "nuclear" and "non-nuclear" EU Member States. The Directorate supports policy in the areas of nuclear safety, security, safeguards and nuclear science applications.

The current vacancy is within the unit JRC.G.2 "Infrastructure", which has the tasks to support, coordinate and manage *all* infrastructure of the JRC Karlsruhe site, including the finalisation and operation of a new research building. It provides all units with technical services, performs regular maintenance of technical infrastructure and installations, and repair of buildings. The unit ensures a functional, safe, cost-effective and modern design and operation of the infrastructure, and delivers utilities, support services and management of the green areas.

The Unit is located in Karlsruhe (Germany). It is composed of 30 staff members, of which 20 are technicians in various fields and 10 performing managerial or administrative tasks.

WE PROPOSE

We have *two* vacancies for Technicians in the field of ventilation and cooling systems.

The purpose of these two jobs are to ensure that installations run according to safety and security standards and to implement new installations and machines, in particular within the ventilation and cooling systems.

The job offers a great opportunity to work independently with possibilities to initialise new projects from idea and design phase till its implementation and maintenance – a full life circle.



As the successful candidate, you will have the opportunity to work in a dynamic and international environment, first and foremost assisting with all the running of the infrastructure of the JRC-Karlsruhe site. This job will involve you actively in the “machine room”, where you daily will be able to propose and perform solutions for good functioning of our systems.

You will collaborate directly and on a daily basis with the leader of the ventilation group, which is composed of six experienced colleagues, supported by several external contractors.

The candidate will be offered an interesting and challenging position in a demanding, but stimulating technical working environment with many internal and external contacts and an excellent working atmosphere.

WE LOOK FOR

We look for a motivated candidate who has her/his strength in the technical domain. Besides hands-on technical skills, she/he preferably has experience in procurement and financial management and can perform administrative tasks, such as drafting documentation (technical specifications, qualification and acceptance test criteria, user manuals, etc.), preparing equipment purchases, managing installation and maintenance projects and supervising external contract staff.

A minimum of 3 years of technical experience in mechanical and/or electrical installations is required. It will be an advantage with professional experience in management of research or industrial facilities, including a sense of safety regulations.

She/he shall possess the capacity to work in a team but also to perform his/her duties independently or guide a small project team of external contractors. The ability to analyse and structure technical information as well as sharing knowledge with colleagues and with the users of the systems for which the job holder is responsible is therefore essential. Demonstrated flexibility, organisational skills and problem-solving capabilities are an asset for this function.

A good knowledge of two EU official languages is requested. A good command of English is essential, and German language skills will be an asset and encouraged to learn.

This position is "a category A exposed worker": her/his work involves a risk of exposure to ionizing radiation and contamination. Therefore, she/he is submitted to the operational radiation protection measures including specific training, individual dosimetry and monitoring, and medical surveillance. The short-listed candidate will be subject to specific medical checks performed by the occupational health service (Medical Service of the Commission) in order to determine whether she or he is fit to work in controlled areas. If the short-listed candidate is not declared fit to work in controlled areas, she/he will not be selected for this position.



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 HR-JRC-KRU-SELECTION-RECRUITMENT@ec.europa.eu indicating the selection reference **JRC/COM/2025/1958 & JRC/COM/2025/2184** 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:

FOR AST jobs: In order to be recruited for this position, you must have at least

- a level of post-secondary education attested by a diploma, or
- a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

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.

For temporary agents under Article 2(a) of the [Conditions of Employment of Other Servants](#), the post is published directly on the EPSO website, without mandatory prior internal publication.

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

JRC-Karlsruhe is a nuclear research centre. Accordingly, successful candidates will be required to undergo a special reliability screening done by the German competent authorities (for more information see Atomrechtliches Zuverlässigkeitsüberprüfungsverordnung – AtZüV).

➤ Type of contract and working conditions

The place of employment will be **Karlsruhe, Germany**.

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 AST.**

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\(2025\)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 **1st contract will be up 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.