



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 ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:

- 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

in Directorate-General for Communications Networks, Content and Technology (DG CONNECT) of the European Commission

Job title: Policy Officer

Domain: Cybersecurity

Where: Unit H2, "Cybersecurity and Digital Privacy Policy", Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 28.11.2025- 12.00 (Brussels time)

WE ARE

DG CONNECT supports the digital transformation of our economy and society and conceives and implements the policies required to foster the internal market, to make Europe fit for the Digital age and to gain technological autonomy.

We are a unit of 20 friendly and committed colleagues in charge of policy and law in the areas of cybersecurity. We are responsible for a number of high-profile files in the field of cybersecurity such as the NIS2 Directive, the Cyber Resilience Act and the European Cybersecurity Certification Framework (Cybersecurity Act). Within the Commission, we are also responsible for international cyber relations and the EU Cyber Defence policy and EU NATO cooperation in the field of cybersecurity. The unit collaborates closely with the Cybersecurity Technology & Capacity Building Unit (CONNECT.H.1) and the Cyber Coordination Unit (CONNECT.H3). The Directorate applies a team-oriented approach, encouraging a no-silo collaboration benefiting from DG CONNECT's expertise in ICT and the digital single market and bringing together teams across various services.

WE PROPOSE

We propose an attractive position of policy officer with a legal, policy and/or technical, analytical and negotiation dimension. The job provides a great opportunity to be involved in an exciting and dynamic area of high impact and importance, and to become part of our enthusiastic, driven and welcoming team. You will be following more closely aspects related to cybersecurity legislative and non-legislative instruments, including, as relevant, the development of future policy initiatives, as well as work on implementation strategies and potentially related international aspects.

As part of the cybersecurity of critical infrastructure sector, you will mainly contribute to the work relating to the horizontal framework on cybersecurity of critical infrastructure, the NIS2 Directive,



as well as its interaction with other horizontal and sector-specific frameworks. In addition, you would carry out related tasks that may also support the work on Cyber Resilience Act (CRA) or the European Cybersecurity Certification Framework (Cybersecurity Act). You will work both on implementation and considerations for future initiatives, including in view of the Commission's objective of further simplifying rules and improving the effectiveness of implementation. The assignments may also entail work on international files.

The final allocation of tasks will depend on the profile of the successful candidate. The work involves regular contacts with other Commission services, with Member States, as well as with industry and other stakeholders outside the Institutions.

WE LOOK FOR

We look for a motivated, responsible and efficient team player with:

- a proven track-record of at least three years experience on digital-related policies, including cybersecurity dimension, from a policy making, legal, economic or technical perspective;
- a good understanding of legal, technical and policy aspects of cybersecurity and digital technologies;
- a very good understanding of policy design and policy objectives of horizontal cybersecurity frameworks;
- experience with EU level decision-making and legislative or non-legislative procedures, in EU institutions or on files with a European dimension, is a strong asset;
- oral and written communication skills in English; other languages are considered an asset;
- a pro-active approach and ability to work autonomously and the capacity to lead and steer meetings and discussions;
- excellent drafting skills in English and the ability to eloquently speak in public.

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 CNECT-H2@ec.europa.eu indicating the call for interest reference EC/2025/CNECT/502617 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.

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>).



➤ 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 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. Candidates are 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 of 1 year**. Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

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\(2017\)6760](#) on policies for the engagement and use of contract agents.

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



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.