



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.



Financial Officer

Finance Project Manager

Directorate-General for Digital Services CERT-EU of the European Commission

Selection reference: DIGIT/COM/2025/1926

Domain: Information and Communication Technologies

Where: DIGIT CERT-EU, Brussels

Staff category and Function Group: Temporary agent 2b/2d – Administrator

Grade range: AD5-7

Publication deadline: 25.11.2025 - 12.00 (Brussels time)

WE ARE

DIGIT is the Directorate-General for Digital Services whose aim is to deliver digital services to enable EU policies and to support the Commission's internal administration. CERT-EU is the Cybersecurity Service for the European Union institutions, bodies, offices and agencies (Union entities). CERT-EU is administratively attached to DIGIT.

Established in 2011 to shore up the ICT security for the Union entities, we have been steadily expanding our IT security operations over the years and currently serve over 90 such entities spread across the Continent and beyond. From our base in Brussels, we work with a range of peers, partners and researchers from all over the world to ensure we maintain our technological edge and have access to the best-in-class expertise.

WE PROPOSE

CERT-EU is looking to hire a truly motivated Financial Officer – Finance Project Manager. This is a highly challenging and empowering job which provides many opportunities for one's competencies to shine in a very friendly, supportive, human and professional environment.

The selected candidate will serve as CERT-EU's primary source of financial expertise providing financial support and guidance, including budget planning and performance monitoring. The job holder will be assigned to provide the day-to-day financial guidance that supports CERT-EU's operational sectors/teams, as well as overseeing the financial projects, from conception to execution, ensuring alignment with organisational mandate and stakeholder expectations. In parallel, the job holder will lead projects across diverse sectors/teams in CERT-EU, to ensure successful delivery within scope, schedule, and budget. This includes coordinating project teams and closely monitoring progress to achieve project objectives effectively, as well as fostering effective communication with all teams in CERT-EU and external stakeholders.



The position will consist of the following, amongst other tasks:

- Planning and preparing the draft budget by conducting comprehensive analysis of past budget executions and future requirements, coordinating with CERT-EU operational sectors to collect, analyse, assess and consolidate their assumptions and requests, liaising with and reporting to management to finalise the annual budget plan.
- Monitoring and overseeing the execution of the budget, program its implementation to ensure compliance, proper allocation, and alignment with strategic goals and financial regulations. Conducting regular reviews of budget performance against targets, making necessary adjustments based on analysis to maintain efficiency and financial integrity.
- Providing guidance and support on financial procedures and best practices.
- Identifying, proposing, and implementing cost-saving and efficiency measures to optimise budget allocation and utilisation, while also implementing new budgetary procedures and tools to enhance efficiency and accuracy.
- Conducting regular checks and financial reviews to ensure the integrity and transparency of financial reporting and systems.
- Coordinating with auditors (internal and external) to promptly address any financial discrepancies or concerns.
- Leading projects across diverse sectors in CERT-EU, to ensure successful delivery within scope, schedule, and budget. Coordinating project teams and closely monitoring progress to achieve project objectives effectively, as well as fostering effective communication with all sectors in CERT-EU and external contractors.
- Overseeing financial projects, from conception to execution, ensuring alignment with organisational goals and stakeholder expectations.
- Coordinating with cross-functional teams to define project scope, objectives, and deliverables, while adhering to budget and timeline constraints. Communicating project progress and status updates to stakeholders and management, fostering transparency and alignment throughout the project lifecycle.
- Liaising with relevant EC units, agencies, and external partners to coordinate budgetary and financial processes effectively.
- Assisting in the development and implementation of procedures, and guidelines to enhance the efficiency and effectiveness of budgetary and financial management within CERT-EU.

WE LOOK FOR

The selected candidate should also possess knowledge and experience in the following domains:

- Professional experience in finance, including budgeting, financial analysis, and contract management, with the ability to integrate financial considerations into project planning and execution.
- Professional experience in planning and preparing the budget, as well as monitoring and overseeing its execution.
- Professional experience in managing budget planning and financial oversight for cybersecurity operations, tools, and platforms, including direct support to middle and senior management in financial decision-making.
- Professional experience in designing, developing and implementing contribution-based funding mechanisms in compliance with legal, financial, and policy frameworks such as Regulation 2023/2841 and other Commission guidelines, including effective stakeholder communication and continuous monitoring of financial performance.
- Professional experience in IT project management by leading projects across diverse



sectors, with a solid understanding of project management methodologies and tools, while ensuring clear communication among key stakeholders, effective stakeholder facilitation, and alignment with strategic objectives.

- Professional experience in working with EU financial regulations and tools such as MAP tool, ABAC (Accrual Based Accounting), SUMMA or similar financial management systems, with an understanding of legal, and policy frameworks, including Regulation 2023/2841 and other Commission guidelines.
- Experience in communicating financial and project-related information clearly to both technical and non-technical stakeholders.
- Proven track record of identifying cost-saving measures and improving budgetary efficiency.
- Ability to support high-level decision-making through financial analysis and reporting, including the preparation of dashboards, forecasts, and data-driven recommendations tailored to cybersecurity contexts, as well as CERT-EU Work Programme, Annual Activity Report, and similar reporting conducted by middle and senior management of CERT-EU.

The candidate should also demonstrate the following skills:

- High level of customer-orientation and willingness to remain aware of customers' needs.
- Strong analytical, critical thinking and problem-solving skills including the ability to deal with a large amount of information in a limited time, developing project plans, optimising resource allocation, assessing project risks, and implementing mitigation strategies.
- Awareness about cybersecurity related topics and understanding of current IT risks.
- Security-oriented and vigilant mentality.
- Excellent communication skills in English, both orally and in writing.
- High degree of commitment and flexibility, with the ability to adapt to changing priorities and navigate complex organisational structures in an international and multi-disciplinary work environment.
- A focus on constant learning and improving technical and personal skillsets.
- Ability to maintain attention to detail and accuracy, even under the pressure of tight deadlines.
- Ability to establish and maintain effective working relationships with stakeholders across sectors/teams, leveraging communication skills to align project objectives with organisational strategy and goals.

To make your application stand out, please consider that the ideal candidate will possess some, or all, of the following:

- A university degree in finance.
- At least 10 years of hands-on professional experience in finance, including at least 3 years in IT project management.
- Demonstrated leadership capabilities, with the ability to motivate and coordinate cross-functional teams, foster collaboration, and drive project success.
- Ability to align projects with organisational strategy and financial objectives, while proactively identifying opportunities for process improvement.
- Experience in IT systems and software development lifecycle, familiarity with object-oriented programming languages, SQL (Structured Query Language), HTML (Hypertext Markup Language), CSS (Cascading Style Sheets), as well as with Git and Gitlab platform.
- Experience in delivering presentations and training sessions to diverse audiences.

The candidate must hold a security clearance at EU SECRET level or be in a position to be security cleared.



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 secretariat@cert.europa.eu indicating the selection reference **DIGIT/COM/2025/1926** 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 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.

➤ What about the selection steps?

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

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).



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.

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.

➤ Type of contract and working conditions

The place of employment will be **Brussels**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function groups AD.**

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.