



## 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 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](http://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.



# Document Management Agent

## in Shared Resource Directorate of DG MOVE and DG ENER – European Commission

**Job title:** Document Management Agent

**Domain:** Transport policies and Energy policies

**Where:** Unit SRD.2 – “Information management and systems”, Brussels

**Function Group:** FG II

**Contract Type:** 3b

**Express your interest until:** 20.02.2026 - 12.00 (noon, Brussels time)

### WE ARE

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The European Commission's Directorate-General for Mobility and Transport (DG MOVE) and Directorate-General for Energy (DG ENER) shape the digital future of our transport and energy sectors. DG MOVE and DG ENER Shared Resource Directorate is a common service whose mission is to contribute to the operations of both Directorates-General through management and support on audit, internal control and assurance; budget and financial transactions, supervision of decentralised agencies; IT systems and security, and management of information resources.

Unit SRD.2 - Information Management and Systems is responsible for developing secure information systems for DG MOVE and DG ENER-Brussels, aligning with strategic goals, legislation, and Commission rules. The unit is also leading the digital transformation towards a data-driven administration per the EC Digital Strategy. Additionally, the unit manages security, business continuity, and document and information management for DG MOVE and DG ENER Brussels.

### WE PROPOSE

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We are excited to offer an opportunity to join our unit as Document Management Agent.

In this role, you will assist the Document Management Officer (DMO) in managing documents and information, ensuring rule compliance across both DGs. Your tasks will include supporting document life-cycle processes, such as reception, registration, filing, conservation, and transfer. Additionally, you will aid in digitalizing and modernizing document and knowledge management practices, offering operational and administrative support to users and coordinating with central services. An important aspect of the job is interaction with internal users, understanding their needs and assisting them in applying document management procedures correctly and efficiently in their daily work.

Some of your responsibilities will include:

- Supporting the DMO in the application of document management rules and procedures within DG MOVE and DG ENER including handling incoming mail and documents;



- Providing operational support to units in document management activities, including registration, filing, preservation and appraisal of documents;
- Contributing to the integration and correct use of European Commission corporate IT systems for document management (HAN – Hermes, ARES, NomCom);
- Assisting in digitalisation, data access and knowledge-sharing activities, in line with knowledge management principles;
- Contributing to internal documentation, user guidance and practical support material, as required.

## WE LOOK FOR

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A reliable, service-oriented and detail-focused colleague with a strong interest in document and information management. The ideal candidate works well in a team, is client-oriented, and is able to carry out tasks in a structured, accurate and autonomous manner, while following established rules and procedures.

A good knowledge or firsthand experience in document management and record management systems. Experience with Commission systems like ARES and NomCom is an advantage. Good working knowledge of using office automation tools (MS Office), is essential. Experience or interest in information and knowledge management is considered an advantage.

The candidate should demonstrate:

- Accuracy, confidentiality and attention to detail;
- Good communication skills and the ability to explain procedures clearly to users;
- Flexibility and willingness to learn;
- Ability to prioritise tasks and deliver results within agreed deadlines.

Fluency in English (C1) is required. A working knowledge of French (B1) is an asset.

The post is not classified as sensitive.

## HOW TO EXPRESS YOUR INTEREST?

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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 <mailto:MOVE-ENER-SRD2-JOB-APPLICATIONS@ec.europa.eu> indicating the call for interest reference EC/2026/MOVE/498341 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 post-secondary education attested by a diploma OR
- (b) 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.

##### **Languages:**

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU<sup>2</sup>
- AND have a satisfactory knowledge (minimum level B2)<sup>3</sup> 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 database](#)<sup>4</sup> candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

<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).

<sup>3</sup> For details on language levels, please see the Common European Framework of Reference for Languages (<https://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).



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.

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<sup>4</sup> Therefore, candidates who did not pass already a CAST on the level Function Group II, should register their profile at this address: <https://eu-careers.europa.eu/en/Cast-Permanent>



## 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.

### ➤ 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 II**. 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 for 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 II must 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.