



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 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.



Full-Stack Developer

in DIGIT CERT-EU of the European Commission

Job title: IT Security Officer – Full-Stack Developer

Domain: Information Technology

Where: DIGIT CERT-EU, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 16.03.2026 – 12.00 (noon, Brussels time)

WE ARE

DIGIT-Digital Services is the Directorate 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

DIGIT CERT-EU is seeking to hire a truly motivated Full-Stack Developer to join its ISS (IT Support and Services) team.

The primary purpose of this role is to participate in the development activities within CERT-EU. The ISS team creates and improves automation tools related to the handling of security alerts, event monitoring and cloud-related activities as well as web technologies and service delivery. The ISS team also contributes to open-source projects and innovation regarding detection and response capabilities.

The selected candidate will cooperate closely with other teams of CERT-EU, providing hands-on architecture guidance and contributing to solution engineering, technical product management, and system administration.

As part of the duties, the selected candidate will participate in the general set of tasks executed by the team, which include:

- Providing direct support in all technical phases of the implementation of our detection, response and sharing capabilities.



- Proposing ways for regular improvement of these capabilities.
- Maintenance of existing automation scripts and development of new scripts.
- Proposing and implementing a strategy for managing application development infrastructure throughout its lifecycle, from provisioning and configuration to orchestration and reporting.

This is a highly technical, challenging, and empowering job with enough room for the selected candidate's competencies to shine in a very friendly, supportive, human and professional environment.

WE LOOK FOR

We are looking for a candidate who is an experienced developer and has at least 3 years prior experience as a developer with knowledge towards IT security.

The selected candidate must also possess knowledge in the following domains:

- Working experience as a software developer with Python, Javascript and Web technologies (html, css and scss).
- Working experience as a script developer on Linux/Mac (shell), Windows (PowerShell).
- Working experience in frameworks like Pyramid and Flask.
- Working experience with software testing methodologies like unit testing, integration testing or end-to-end testing.
- DevOps experience writing and maintaining CI/CD pipelines.
- Experience with git and tools like GitHub and Gitlab.
- Knowledge of container technologies (Docker/Kubernetes) and their security management.
- Strong knowledge of Linux platform and its security.
- Good Knowledge of Agile/SCRUM methodologies.

The ideal candidate will possess some, or all, of the following:

- Use of database technologies as MySQL, or SQL-based equivalents, as well as NoSQL-based databases such as MongoDB, Cassandra, Redis, Elasticsearch.
- Experience with web & application servers (nginx, Apache, WSGI server).
- Experience with user experience design for web application.
- Experience with ELK, Apache Kafka and MiniO.
- Experience with service configuration management, deployment and continuous integration tools (Ansible).
- Familiarity with cloud services such as: Azure, AWS and Office365.
- Experience in delivering training courses or presenting technical solutions outside one's team.

The selected candidate should also demonstrate the following skills:

- A high level of customer orientation.
- Strong analytical and problem-solving skills, including the ability to deal with a large amount of information in a limited time.
- Ability to establish and maintain effective working relations with co-workers in an international and multi-disciplinary work environment.
- A high degree of commitment and flexibility.
- Excellent communication skills in English, both orally and in writing.
- A focus on constant learning and improving technical and personal skills.
- Experience with a vast array of IT technologies, the ability to quickly master new technologies.



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 secretariat@cert.europa.eu indicating the call for interest reference **EC/2026/DIGIT/431189** 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.

➤ What about the selection steps?

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://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).



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 will be 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 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 IV have to successfully complete a 9-month probationary period.

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



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.