



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 or move between different policy areas in 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.



IT Security Officer- Cybersecurity Expert – Security Consultation

in DIGIT CERT-EU of the European Commission

Job title: IT Security Officer - Cybersecurity Expert - Security Consultation

Domain: Information and Communication Technologies

Where: DIGIT CERT-EU, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 23.03.2026 - 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.

In addition, DIGIT.CERT-EU has a strategic role to support the Union entities with the implementation of the Cybersecurity Regulation. This will include issuing calls for action describing urgent security measures and proposing to the Interinstitutional Cybersecurity Board guidance documents and recommendations addressed to the Union entities with a view to contributing to the longevity of the Regulation in the dynamic field of cybersecurity.

In this context, the job holder will serve as a vital link between CERT-EU and the Institutions, Bodies, and Agencies of the European Union (EUIBAs) and other stakeholders. The primary responsibility will be to ensure the seamless delivery of our cybersecurity services while maintaining a deep understanding of our customers' evolving needs.

WE PROPOSE

DIGIT CERT-EU is seeking to hire a truly motivated Cybersecurity Expert who will foster strong relationships, enhance cybersecurity capabilities, and facilitate knowledge sharing with our stakeholders, ultimately contributing to a more secure and resilient cyber landscape for all involved parties.

This is a challenging and empowering job which provides many opportunities for one's



competencies to shine in a very friendly, supportive, human and professional environment.

The position will consist of:

- Conducting outreach visits to Union entities to introduce and showcase the services offered by CERT-EU, specifically tailored for IT security teams.
- Providing guidance to Union entities on effectively utilising CERT-EU services within the context of their existing IT infrastructure and setup.
- Guiding Union entities through the intricacies of the cyber threat landscape, understand their cybersecurity maturity, implement good practices, and stay informed about emerging threats.
- Participating in collaborating closely with Union entities to organise technical workshops and deliver engaging presentations during these events.
- Coordinate the drafting of guidelines on baseline IT security and cyber hygiene, and on the integration of CERT-EU services in existing IT operations.
- Translating cybersecurity concepts into practical, actionable insights will serve as a catalyst for informed decision-making and empower our Union entities to fortify their digital defences and in elevating our collective cybersecurity resilience.
- Undertake comprehensive IT security audits to evaluate and assess the effectiveness of current cybersecurity measures.

WE LOOK FOR

We are looking for a candidate who will demonstrate the following required skills and characteristics:

- A university-issued diploma or equivalent.
- At least three years of hands-on professional experience in cybersecurity.
- Knowledge in building a cybersecurity architecture which is aligned with business requirements.
- Experience in IT system administration and networking concepts.
- Experience with Windows and Linux security.
- Practical knowledge of cloud security, particularly in Azure and AWS environments.
- Practical implementation of security risk controls and mitigation strategies.
- Concrete experience in creating and presenting cybersecurity awareness material.

The ideal candidate is also demonstrating 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.

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?

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/504595 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.