



## **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.

### **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.



## IT Project Officer – IT project leader

### DG CONNECT, UNIT R3 (BRUSSELS)

**Job title\*:** ICT Officer – Project Manager  
**Domain\*\*:** Information Technology  
**Where:** CONNECT.R3 “Knowledge Management and Innovative Systems”, Brussels  
**Function Group:** FG IV  
**Contract Type:** 3b  
**Express your interest until:** 23/03/2026 - 12.00 (noon, Brussels time)

#### WE ARE

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DG CONNECT supports the digital transformation of our economy and society. We invest in research, innovation, deployment and uptake of trustworthy and green digital technologies that improve our economy and people’s lives.

Through funding, legislation and policy initiatives, we help ensure European leadership and independence in critical digital technologies such as Artificial Intelligence, Common Data Spaces, high-performance computing, 5G, micro-electronics, blockchain and quantum).

In **CONNECT.R3 “Knowledge Management and Innovative Systems”** unit we provide the information systems, tools and infrastructures enabling DG CONNECT to fulfil its mission. The unit also oversees Data Analytics, Web technologies, Document Management, and IT Governance.

#### WE PROPOSE

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We are looking at a dynamic IT project officer and digital policy enthusiast to be at the heart of one of the EU’s flagship digital policies: the Digital Services Act (DSA) The DSA sets global benchmarks for a safer, fairer and more accountable online environment – your work will directly contribute to how Europe shapes the digital world.

As an ICT Project Officer and Project manager, you will contribute to design, deliver and manage the information systems that support the implementation and enforcement of the Digital Services Act (DSA). You will work closely with policy and operational teams, translating business needs into

(Reference: Call for interest EC/2026/CNECT/510505)



secure, reliable and user-friendly digital solutions, in line with the Commission's IT strategy and standards.

You will coordinate contractors and internal stakeholders, contribute to project governance and ensure that systems are developed, maintained and operated efficiently over their full lifecycle.

### **Main tasks**

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- Manage IT project autonomously and in coordination with the different teams. Plan, coordinate and steer the development of the relevant tools of the DSA IT system; follow-up of contract execution and verifying the work delivered by contractors.
- Liaise with CNECT business units and relevant entities, and understand their needs, analyse requirements and translate into technical specifications.
- Liaise regularly with and report to the management on ongoing developments and plans.
- Bring modern, open source and sovereign technologies into the development of the IT system. Improve their quality, usability, privacy and security (e.g., new UI frameworks, continuous integration, automated testing).
- Strengthen the security of DSA IT systems, organising vulnerability testing campaigns and addressing identified weaknesses.
- Acquire a deep understanding of the information systems, their architecture and interfaces and contribute to the operational management and evolution of the DSA IT system.
- Provide technical guidance to project staff involved in the various phase of the DSA IT system's lifecycle.

### **WE LOOK FOR**

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We are looking for a highly motivated, well organised, proactive, user centric IT Project Officer – IT project manager with the following profile:

- University degree and at least 6 years of relevant professional experience in ICT (project management, software development, information systems, or similar).
- Experience in IT project management methodologies and application lifecycle management.
- Ability to analyse and document business processes and requirements with a user centric approach
- Strong drafting and communication skills; ability to explain technical topics to non-specialists.
- Capacity to work independently and in a team, delivering under time pressure.



- Developed sense of commitment to deliver and work in good relationship with the users and other IT teams in the Commission and external companies. Experience with IT security, risk assessment, data privacy, vulnerability and incident management is an asset.
- Excellent capacity to analyse and solve problems.
- Strong communication, negotiation and relational skills.
- Responsible and reliable attitude, able to take ownership of files and drive them forward.
- Methodical approach, good planning skills and attention to detail.
- Good knowledge of the Commission 's IT environment is considered an asset.

## **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 [CNECT-R3@ec.europa.eu](mailto:CNECT-R3@ec.europa.eu) indicating the call for interest reference EC/2026/CNECT/510505 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 English
- AND have a satisfactory knowledge (minimum level B2)<sup>2</sup> of French, to the extent necessary for the performance of the duties.

#### ➤ What about the selection steps?

The selecting unit chooses from [the EPSO database](#)<sup>3</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

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<sup>2</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>).

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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 French.

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<sup>3</sup> Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this address: <https://eu-careers.europa.eu/en/Cast-Permanent>

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## **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.

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.