



## **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 – AI Team Lead

## in DG DIGIT of the European Commission

**Job title\*:** IT Project Officer – AI Team Lead

**Domain\*\*:** SOFTWARE DEVELOPMENT and MAINTENANCE

**Where:** Unit DIGIT.A.3.006 - „HR & Legislative Solutions“, Brussels (relocation to Luxembourg possible if the Candidate prefers)

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 25.03.2026 - 12.00 (noon, Brussels time)

### WE ARE

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DIGIT.A.3 drives and implements the digital transformation in the domains of HR and Legislation, by helping the European Commission and other EU Institutions, bodies and agencies (EUIBAs) to manage and improve their administrative (e.g. HR and document management) and legislative processes (e.g. decision-making).

As a fundamental pillar of innovation driving Digital Transformation, AI is applied across various domains, spanning from the drafting and ensuring legal compliance, to the qualification and categorisation of inquiries and documents, as well as the automation of administrative tasks such as reimbursement claims.

To harness the full potential of AI, the unit is investing in a horizontal AI pool of experts who will be readily available to kick start prototyping, proceed with implementation and ensure compliance. This effort is concluded in close collaboration with the business and the AI communities of the institution, highlighting DIGIT.A.3's pivotal role in transforming traditional processes and enhancing efficiency.

### WE PROPOSE

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DIGIT.A.3 is seeking to hire one team leader for the AI pool of experts of the unit.

The position will consist of:

- Leading a small but growing team of AI professionals.
- Acquiring and encouraging the growth of the necessary skills in service providers.
- Liaising with the AI services of the institution, to help align the managed services with the needs of the business.
- Assisting business and project managers in identifying the right solution for their needs.
- Taking over directly the management of select highly innovative AI projects.
- Assisting the business in addressing compliance requirements (AI Act, GDPR, Security).
- Assisting the Head of Sector with contract and budget management (about 20 consultants working on other projects).

As innovating with AI frequently requires cloud resources, the position benefits from some



knowledge of cloud, and provides opportunities to further develop in this area.

Most service providers in the team work remotely. The position can switch from Brussels to Luxembourg if required by the successful candidate. The team is growing, with a potential for additional budget for service providers and even an Official/TA post opening later this year.

## **WE LOOK FOR**

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We are looking for an IT Project Officer, specifically an AI Team Leader.

The ideal profile for the job is someone with:

- An inquiring mind and a passion for learning, which they can transmit to others
- Ability to manage small teams
- Team spirit, to collaborate with other business or IT teams to achieve common objectives
- Customer orientation, able to find the right solution for the business needs
- Ability to plan and deliver value to production
- The skill of communicating complex ideas to non-technical audiences.

The following education and experience is highly relevant:

- A University degree related to IT, Machine Learning and / or Management (essential)
- 3 years of managing IT Projects (essential)
- 2 years of experience with AI or Machine Learning (desirable)
- 2 years of managing or coordinating teams (desirable), ideally centres of excellence where the team needs to constantly develop their expertise in emerging fields.

Some experience with Platform as a Service cloud technologies (AWS, Azure and similar) OR ServiceNow will be an advantage.

Experience with the budgetary and procurement rules of the European Commission or another European Institution, Body or Agency will be an advantage too.

## **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 [DIGIT-A3-006-](#)



[RECRUITS@ec.europa.eu](mailto:RECRUITS@ec.europa.eu) indicating the call for interest reference EC/2026/DIGIT/431390 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 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.

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<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>).



➤ **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 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 [IV], 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.

The recruiting unit may rely - during the pre-selection phase - on an AI-enhanced tool to evaluate and score all applications received against weighted criteria that are of relevance for the position requirements. In such cases, if you are not pre-selected and invited to an interview within 15 calendar days after the application deadline, you have the right to request human intervention, express your point of view, and contest the decision. To do so, please send your request to the contact person identified below. Upon receipt of your request, the recruiting unit will manually review your application to verify the accuracy of the scoring. If any errors are discovered, the recruiting unit may revert its decision and invite you for an interview.

### **➤ 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.