



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 jobs 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 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.

For more information 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](#)

¹ Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



Information Systems Assistant – Local SysAdmin and Cybersecurity

Directorate-General for Energy (DG ENER) of the European Commission

Selection reference: ENER/COM/2026/663

Domain: Information Technology

Where: Unit ENER.E.2 “Euratom IT Support”, Luxembourg

Staff category and Function Group: Temporary agent 2b/2d –Assistant

Grade range: AST1-3

Publication deadline: 10.04.2026 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Energy is working to foster a competitive European economy, ensure energy security, and accelerate Europe's clean and just energy transition to be the first climate-neutral continent by 2050. We set out policies to develop an innovative, resilient, and integrated energy system, which delivers a continuous supply of affordable, secure, reliable, and clean energy to its citizens and businesses in line with the President's Political Guidelines.

The Directorate E “Euratom Safeguards” of DG ENER implements Nuclear Safeguards as described in Chapter VII of the EURATOM Treaty, to ensure, by appropriate control, that nuclear materials present in the EU are not diverted from their intended uses and that safeguarding obligations, assumed by the Community under international agreements, are complied with.

Unit ENER.E2 "Euratom IT support" is the IT unit providing the infrastructure and information systems necessary to all Euratom activities in Luxembourg. The unit comprises three teams to ensure its mission. The infrastructure team is responsible for the management of the IT infrastructure, including servers and network systems, in compliance with Sensitive Non-Confidential and EU classified information data handling requirements and provides user support on Euratom systems. The application development team is responsible for design, implementation, maintenance, and support of the information systems in the field of nuclear energy and nuclear safeguards activities. The transversal team is responsible for architecture, service delivery, and compliance of the systems.

The tasks of Unit ENER E2 concern all operational activities related to the IT infrastructure and equipment, end-user support and applications development within the Euratom network, including the handling of significant amounts of sensitive and EU classified information. The work program includes various significant and challenging projects to adapt the organization to latest needs and bring it closer to the integration into the corporate IT landscape.



WE PROPOSE

Unit E2 of DG ENER is seeking to hire one Information System Assistant – Local SysAdmin and Cybersecurity to become part of our dynamic unit. In the Infrastructure team, the selected candidate will be part of a team of Local SysAdmins including external service providers, in charge of the administration of hardware, software, network services, data storage, and backup solutions provided to the Euratom Safeguards Directorates and hosted on secure networks.

The selected candidate will oversee the network appliances, firewalls (both physical and virtual) and evaluate security posture of software and hardware used in infrastructures handling sensitive and classified information. With the team, s/he will ensure the availability, security and functionality of disaster recovery sites. S/He will collaborate with the colleagues maintaining databases and middleware as well as the Application development Team on their respective security aspects to implement security by design.

S/He will also be requested to participate in the design and evolution of the infrastructure and participate in defining the work program for the unit, to contribute to building a modern, secure and future proof IT infrastructure ready for integration in the Corporate IT infrastructure, when the time comes.

The job offers freedom to take initiatives and learn new technologies in a very captivating environment, good team spirit, and a work setup permitting the opportunity to interact with IT services across the Commission.

The offered post is located in Luxembourg.

WE LOOK FOR

We are looking for a cybersecurity professional with system administration experience.

The ideal profile for the job would be a candidate holding a BSc in engineering, ICT or cybersecurity, preferably with at least 5 years of relevant experience, who is motivated and dynamic and with a strong interest in digital/IT related issues. The ideal candidate should:

- have a diverse technical experience;
- have a network and security experience;
- be able to collaborate in a team;
- be autonomous and ready to take on initiatives;
- have excellent communication skills;
- be customer oriented, capable of integrating different points of view and of promoting a collaborative approach.

Experience in managing complex, secure IT systems and networks will be considered an asset.

A good knowledge of at least two EU official languages, including English or French, is required. A good command of French would be an asset.



HOW TO EXPRESS YOUR INTEREST?

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 ENER-LUX-IT-ADMIN@ec.europa.eu indicating the selection reference ENER/COM/2026/663 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 temporary 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 post
- Produce the appropriate character references as to suitability for the performance of the duties.

Qualifications:

In order to be recruited for this position, you must have at least

- a level of post-secondary education attested by a diploma, or
- 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. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU²
- AND a satisfactory knowledge (minimum level B2) 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).



The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority³. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

For temporary agents under Article 2(a) of the [Conditions of Employment of Other Servants](#), the post is published directly on the EPSO website, without mandatory prior internal publication.

A selection panel will choose a limited number of candidates for interview, based on the CV and application form that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase 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 French.

2. Recruitment

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission. Candidates are 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 **Luxembourg**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function groups AD, AST or AST/SC.**

³ Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



➤ **Grade**

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2025\)4716](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be calculated based on the qualifications and the number of years of professional experience, according to Art. 13 of the Commission Decision C(2025)4716. Higher grades may be granted exceptionally.

The duration of the **1st contract will be up to 4 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service, in accordance with [Commission Decision C\(2025\)4716](#) on policies for the engagement and use of temporary agents.

All new staff 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.