



## **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, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Latvia, Luxembourg, Malta, Poland, 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.

For more information [ec.europa.eu/work-with-us](https://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](#)

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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.



# Security Assistant – IT and technical security

## Directorate-General Joint Research Centre (DG JRC) of the European Commission

**Selection reference:** JRC/COM/2026/245

**Domain\*:** Science and Research

**Where:** Unit JRC.G.1 - Site Safety and Compliance, Karlsruhe (Germany)

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

**Grade range:** AST1-3

**Publication deadline:** 04/05/2026 - 12.00 (Brussels time)

### WE ARE

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As the science and knowledge service of the European Commission, the Joint Research Centre provides independent, evidence-based knowledge and science, supporting EU policies to positively impact society. We provide anticipatory capacity, solid expertise and ability to propose and implement interdisciplinary research. The activities are carried out in collaboration with relevant Commission Services, national and international organisations and stakeholders. At the JRC we organise our work in portfolios which are the main building blocks of our multi-annual work programmes. The JRC is located in five Member States (Belgium, Germany, Italy, the Netherlands and Spain). More information about the JRC and its portfolios can be found at: [https://joint-research-centre.ec.europa.eu/index\\_en](https://joint-research-centre.ec.europa.eu/index_en)

The current vacancy is within the unit for Site Safety and Compliance (JRC.G.1), which has the task to support and coordinate all activities to ensure that the JRC Karlsruhe site complies with legal requirements concerning radiation protection, physical protection, environmental safety and occupational health and safety at work. The Unit provides the scientific units with technical services and performs regular maintenance and repair of buildings, being responsible for the infrastructure and its installation. The post is located in Karlsruhe, Germany.

### WE PROPOSE

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We propose a **Security Assistant** position to perform challenging and rewarding work in the area of physical security of nuclear installations. In this role, the job holder will support the Local Security Officer and his deputy, implementing the high security standards of the site and ensuring compliance with Commission and National standards.

The job holder will coordinate and follow up the repair and maintenance of the technical installations, liaising with the technical services (JRC.G.2 unit) and managing contracts with external contractors.



The job holder will also ensure the implementation of IT-Security rules within the local security systems, supervising the work of external IT-System contractors.

Further, the Security Assistant will support the development, review and update of the IT-Security strategy plan for the site in accordance with applicable Commission and National standards.

Other tasks of the successful candidate will include:

- Acting as an operational initiating agent for small purchases and calls for tenders,
- Drafting technical specifications,
- Providing technical input for the renewal and modernisation projects related to security,
- Following up existing security projects,
- Deputising for the Physical Protection Officer (Objektsicherungsbeauftragter) of the Karlsruhe site in the event of simultaneous absence of the same and his permanent representative.

## **WE LOOK FOR**

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We are looking for a reliable professional with experience in technical security systems, ideally combined with IT-security knowledge and the ability to support administrative and security-related tasks. The successful candidate will be pragmatic, organised, and capable of working both independently and in a team in a sensitive, highly regulated environment.

The ideal candidate for the job will have:

- At least 3 years of professional experience in technical fields such as electrical systems, IT infrastructure, or related security installations.
- Practical experience in coordinating maintenance, repair, and service contracts, including liaison with internal services and external contractors.
- Knowledge of IT systems administration and IT-security rules, with the ability to supervise external IT contractors.
- Ability to manage administrative tasks, such as preparing technical specifications, initiating purchases, and following up on projects.
- Good command of English and German, both spoken and written (B2).

Desirable/advantageous requirements:

- Experience in the nuclear or related fields.
- Previous work in an international or institutional environment, including cooperation with public authorities.
- Familiarity with classified information handling and secure document management.
- Knowledge of physical protection systems and the ability to act as deputy for the Physical Protection Officer when required.

Personal competences:

- Strong problem-solving and analytical skills, with the ability to structure and act upon technical and operational issues.
- Accuracy and attention to detail in technical and administrative work.
- Resilience and stress resistance; able to deliver results under pressure.
- Organisational skills, with the capacity to prioritise and manage parallel tasks.
- Team spirit, confidentiality, and reliability in day-to-day operations.

The successful candidate will be requested to undergo a security clearance.



## **HOW TO EXPRESS YOUR INTEREST?**

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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 [HR-JRC-KRU-SELECTION-RECRUITMENT@ec.europa.eu](mailto:HR-JRC-KRU-SELECTION-RECRUITMENT@ec.europa.eu) indicating the selection reference **JRC/COM/2026/245** 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 EU<sup>2</sup>
- 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?

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

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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).



In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority<sup>3</sup>. 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 another language.

## **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 **Karlsruhe**.

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

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<sup>3</sup> 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 **1<sup>st</sup> 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.