



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.



Administrative Agent – Financial and Administrative Support

Directorate-General for Digital Services (DG DIGIT) of the European Commission

Selection reference: DIGIT/COM/2026/1074

Domain: Support staff

Where: Unit DIGIT.S.2 – “Cybersecurity Operations Centre”, Luxembourg

Staff category and Function Group: Temporary agent 2b –Administrative Agent

Grade range: AST/SC1-2

Publication deadline: 12.06.2026 - 12.00 (Brussels time)

WE ARE

The Cybersecurity Operations Centre Unit (DIGIT.S.2) is responsible for providing the principal operational cybersecurity incident response capability within the European Commission and the Executive Agencies.

The unit is a modern Cybersecurity Operations Centre (CSOC) with enhanced ability to detect, analyse and respond to cyber threats, in a scalable and sustainable way. It protects the users, the data sets and the IT assets of the Digital Commission through continuous analysis of the threat landscape, monitoring, detection and real-time investigation of potential intrusions, response to confirmed incidents and reinforced situational awareness.

The mission of the unit is to strengthen the cybersecurity posture of the organisation by providing state of the art monitoring, detection and response services and solutions and, more specifically by:

- Preventing IT security incidents through proactive measures, including continuous analysis of the threat landscape and deploying coordinated mitigation controls.
- Monitoring, detection, and analysis of potential intrusions in real time and through adversary hunting, utilizing a variety of IT security-relevant data sources.
- Responding to confirmed cybersecurity incidents, by coordinating resources and directing use of timely and appropriate mitigation measures.
- Providing situational awareness and reporting on cybersecurity threat landscape, incidents, and trends in adversary behaviour.
- Engineering and operating CSOC technologies, such as host sensors, network sensors, log collection, and various analysis systems.

DIGIT.S.2 satisfies the constituency’s cybersecurity incident management needs by providing the following capabilities:

- Cybersecurity Operations Coordination and Enablement (SOCET).
- Malware Analysis, Research and Threat Intelligence (MARTI).
- Cybersecurity Incident Response Capability (CSIRC).



- Cybersecurity Analytics, Trending, Correlations and Hunting (CATCH).
- Cybersecurity capability Engineering and Management (CEM).

WE PROPOSE

We propose an exciting opportunity for an **Administrative Agent – Financial and Administrative Support** in Luxembourg, who will provide specialised and general administrative coordination and support to the operations of the CEM sector and of the unit.

The job holder will assist the Head of Sector in planning, executing, and reporting on budgetary and contractual matters, and in coordinating and supporting service agreements with the unit's customers.

S/he will also provide support at the unit level on budgetary and contractual matters. In order to perform these tasks, the job holder will liaise and coordinate with relevant stakeholders within DIGIT – in particular, with document management, communication, human resources, financial and procurement services –, with Directorates General to which the unit provides dedicated services, and with Directorates General or other entities involved in the context of the activities of the unit (e.g. SG, DG HR, DG CNECT, CERT-EU).

The job holder will also coordinate negotiations with external contractors and suppliers, check the compliance of procurement procedures, and assist in monitoring the contractual delivery of assets and services with internal and external parties. The job holder will act as back-up for administrative services provided, at the Unit level, by the Administrative Assistant of the Head of Unit of DIGIT.S.2.

WE LOOK FOR

We are looking for a **dynamic and committed Administrative Agent** for the financial and administrative support, who can effectively support the Head of Sector and Head of Unit to the highest standards.

The lively and fast-moving working environment implies that we are looking for a **pro-active and service-oriented professional**, with **strong communication skills** and the ability to manage a heavy workload in a flexible way. Attention to detail, **accuracy**, rigorous follow-up, respect of deadlines, and ability to anticipate and address problems are key.

The candidate should demonstrate the following skills and knowledge:

- Written and spoken fluency in English and an understanding of French;
- Solid experience in Administrative Support functions, preferably at an EU Institution;
- Flexibility and resilience;
- Excellent organisational skills;
- Sense of initiative and responsibility combined with reliability, accuracy and integrity;
- Ability to pro-actively identify problems and propose solutions quickly;
- Excellent communication skills and a strong team-player attitude;

Prior inter-institutional experience as Financial and Administrative Agent, as well as excellent knowledge of Commission administrative and financial tools and procedures are all assets.



An understanding of cybersecurity matters and experience dealing with institutional (EU Institutions, Agencies, Bodies) and industry actors (solution providers, economic operators ...) are valuable assets.

The candidate must hold a security clearance at SECRET-EU level or be in a position to be security cleared.

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 digit-s2@ec.europa.eu indicating the selection reference DIGIT/COM/2026/1074 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?

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

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).



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.

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 **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) of the [Conditions of Employment of Other Servants](#), in function groups 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 of 1 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.