



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

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 system architect/ Technical Lead

in **DG DIGIT** of the European Commission

Job title: Information Systems Architect - Technical lead

Domain: Information Technology

Where: Unit DIGIT.A3 - „HR & Legislative Solutions“, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 28/05/2026 - 12.00 (noon, Brussels time)

WE ARE

The Directorate-General for Informatics (DIGIT) provides and coordinates IT and telecommunication services for the European Commission, ensuring a modern IT vision aligned with the Commission's priorities.

DIGIT.A.3 delivers corporate digital solutions supporting EU Institutions and bodies in administration and decision-making, with a focus on corporate decision-making, document management and human resources management.

WE PROPOSE

We are looking for an experienced **IT Architect / Technical Team Lead** to take ownership of the architectural vision and technical leadership of our Human Resources Management Solution: a large-scale, business-critical Java/Oracle application entering an ambitious modernization and refactoring phase.

You will lead the technical architecture team, coordinate its activities, and ensure that architectural work is planned, aligned with the portfolio roadmap, and delivered on time. You will work closely with development teams, project stakeholders and DevOps to drive modernization across the full stack.

Your responsibilities will include:

- Leading, coaching and organizing the team of technical architects, while structuring and prioritizing their work.
- Defining the technical roadmap and architectural initiatives in line with program objectives, delivery schedules and corporate architecture guidelines.

(Call for interest EC-2026-DIGIT-431543)



- Promoting architectural principles, coding standards and design practices that improve maintainability, testability, modularity and cloud readiness, while preventing architectural erosion.
- Defining and enforcing database development standards, ensuring alignment between application and database design.
- Driving the multi-year refactoring program, including domain-driven patterns, modularization and simplification of legacy components, supported by robust testing strategies.
- Guiding upgrades of application servers, JDK versions, frameworks and tooling.
- Collaborating with DevOps to modernize infrastructure, automate deployments, improve CI/CD pipelines, and strengthen monitoring and diagnostics.
- Ensuring application performance, scalability, reliability and security, including vulnerability remediation and compliance with security best practices.
- Coordinating architectural deliverables with internal teams and communicating progress, risks and dependencies to stakeholders.
- Contributing to architecture forums, cross-organizational technical initiatives, technological watch and continuous improvement.

This position offers the opportunity to shape the future technical architecture of a strategic HR solution, at a pivotal moment where modernization, innovation, and technical leadership are at the heart of the roadmap.

WE LOOK FOR

We seek a hands-on, pragmatic architect with a strong mix of technical expertise, leadership capability, and the ability to structure and coordinate complex technical activities.

Technical skills

- Deep expertise in Java, including legacy and modern technologies, Java upgrades, application servers, Spring stack and performance engineering.
- Strong experience with complex database architectures, preferably Oracle, including performance tuning, data modelling and large-scale schema optimization; PL/SQL is a strong asset.
- Solid background in cloud architectures, containerized deployments, CI/CD pipelines and DevOps practices.
- Experience modernizing large legacy systems and transitioning towards modular, scalable architectures.



- Understanding of secure development practices, vulnerability remediation and collaboration with Ops and delivery teams on infrastructure and deployment strategies.

Leadership & soft skills

- Proven ability to lead, mentor and coordinate a team of architects.
- Strong communication, negotiation and influencing skills to support architectural decisions across teams.
- Structured and organized mindset, able to plan, prioritize and align technical activities with delivery timelines.
- Pragmatic approach, balancing long-term architectural goals with operational constraints.
- Ability to navigate complex multi-stakeholder environments, manage dependencies and anticipate risks.
- Curiosity, autonomy and a strong appetite for innovation and continuous improvement.

HOW TO EXPRESS YOUR INTEREST?

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-ADMINISTRATIF@ec.europa.eu indicating the call for interest reference **EC-2026-DIGIT-431543** 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 EU²
- AND have a satisfactory knowledge (minimum level B2)³ 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).

³ 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>).



The selecting unit chooses from [the EPSO database](#)⁴ 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.

⁴ 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.

➤ 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.