



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.



IT Project Officer

Directorate-General Justice and Consumers (DG JUST) of the European Commission

Selection reference: JUST/COM/2026/644

Domain: Information Technology

Where: JUST.H.4.003 Information Systems Development, Brussels

Staff category and Function Group: Temporary agent 2b

Grade range: AD5-7

Publication deadline: 04.06.2026 - 12.00 - noon (Brussels time)

WE ARE

The mission of the Directorate-General for Justice and Consumers (DG JUST) is to vindicate and strengthen the rights of people living in the European Union, whether they are acting as citizens, as entrepreneurs, as consumers or as workers, wherever they are in the EU. Our policies are based on Europeans' core values and principles – freedom, democracy, rule of law, equality, tolerance, and respect for human rights.

The mission of Unit H4 is: IT development and maintenance, design and implementation of knowledge and document management policies, data protection compliance coordination and logistics management, in close collaboration with Commission horizontal services and domain leaders. This translates into:

- Development and maintenance of the portfolio of IT systems according to Commission standards and architectures, upholding quality and information security criteria;
- Logistics and management of IT infrastructure resources of both DG JUST and DG HOME (Directorate-General for Migration and Home Affairs);
- Implementation of the Local Security Officer (LISO/LSO) policies in DG JUST and DG HOME;
- Coordination of Business Continuity Plan (BCP) arrangements of DG JUST;
- Support for the Document Management corporate policy implementation, and further develop DG JUST's knowledge management strategy;
- Coordination of Data Protection application in both DG JUST and DG HOME;
- Recommendations and legal advice on Intellectual Property rights (IPRs);
- Support with the assignment of the President and Vice-President mails, and complaints;
- Attributions within DG JUST and DG HOME of the paper mail for the Directors General.

WE PROPOSE



We propose an IT Project Officer/Release Manager position for the flagship IT system of DG JUST called JUDEX/eEDES. You will plan, monitor, control and report on the state of the Reference Implementation of JUDEX and in particular:

- Co-ordinate the integration of the various legal instruments developed in parallel to the main branch of the Reference Implementation;
- Provide effective leadership to the production development team of the Reference Implementation;
- Elaborate project strategies and planning, define work plan and deliverables, supervise the project review and deliverables, organise quality control, identify and analyse (potential) risk and define and implement risk reduction actions, report on project status, organise change control;
- Ensure that project progresses as scheduled regarding timeframe, resources and expenditure, pre-defined quality and specification, and take appropriate remedial action in case of deviations;
- Participate to progress meetings with the Member states;
- Contribute to corporate governance, security and data protection compliance tasks for the DGs.

WE LOOK FOR

We are looking for a dynamic, enthusiastic and proactive person with a strong sense of service, together with a very good team spirit, and a willingness to learn and share experiences with others. A minimum of 10 years of relevant professional experience is required.

The candidate should demonstrate:

- Good IT technical knowledge and experience in managing IT portfolios and projects
- Experience in leading and motivating a team of IT-related professionals
- Excellent knowledge of project management standards, methodologies and activities, in particular of planning, budgeting, requirements engineering, monitoring, controlling, testing and reporting
- Excellent knowledge of Agile principles and practices, good knowledge and understanding of release planning, configuration management, backlog grooming and working with multiple code branches within the DIGIT supported application
- Ability to chair Commission Expert Group meetings;
- Ability to give presentations;
- Good, clear written and oral communication skills in English, experience presenting complex topics to a non-expert audience
- Experience working in a multi-cultural environment
- Knowledge of Justice, Consumers, Migration and Home Affairs related public IT systems, as well as previous experience in legal organisations or departments, would be an asset.
- Fluency in English is required, and so is a good command of French.



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 JUST-H4@ec.europa.eu indicating the selection reference JUST/COM/2026/644 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 education which corresponds to completed university studies of at least 3 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. 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 (i.e. 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.

➤ Type of contract and working conditions

The place of employment will be **Brussels**.

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 group AD.**

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.