



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 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.



TEAM LEADER – PRODUCT OWNERS

Directorate-General Human Resources and Security (DG HR) of the European Commission

Selection reference: HR/COM/2026/979

Domain: Information Technology

Where: Unit 04 - HR Digital Solutions & Business Process Efficiency, Brussels

Staff category and Function Group: Temporary agent 2b – Administrator

Grade range: AD5-7

Publication deadline: 03.06.2026 - 12.00 (Brussels time)

WE ARE

We are a professional, friendly and welcoming team committed to making the HR strategy a reality. With a diverse range of talents and expertise, we foster an inclusive and cooperative work environment. Joining our unit means becoming part of a collaborative team, where colleagues strive to make a positive impact on EU Institutions and are prepared to go the extra mile to deliver results.

Unit HR.04 plans and coordinates the evolution of the corporate HR Information Systems, notably SYSPER. We ensure these solutions align with the Commission's HR strategic vision and values.

Acting as the primary liaison between DG HR and DIGIT, we oversee joint planning for IT development in HR policy areas.

Additionally, unit HR.04 manages relationships with various stakeholders, including business units within DG HR and other members of the HR Family, such as a growing number of EU institutions and agencies utilising the Commission's HR solutions.

Furthermore, the unit plays a pivotal role in the HR Digital Transformation programme. This programme seeks to revolutionise the Commission's current HR IT landscape and that of its partners. This ambitious transformation aims to establish an HR IT platform that will spearhead the implementation of the HR Strategy.



WE PROPOSE

We offer a strategic and impactful leadership position as Team Leader – Product Owners Coordinator, where you will coordinate a team of Product Owners across multiple projects and also play the role of product owner on some projects.

Your mission will be to ensure the functional coherence of HR solutions while upholding the principles and long-term vision of the HR strategy, within the HR Transformation programme.

In this position, you will drive the end-to-end optimisation of HR processes, delivering desirable, feasible, viable, and sustainable solutions that enhance service quality, operational efficiency, and user experience.

Your responsibility will extend beyond individual projects—you will align cross-functional initiatives, mitigate overlaps, and safeguard consistency in how solutions integrate within the broader HR ecosystem.

By translating business needs into prioritised requirements, decomposing epics into actionable stories, and securing stakeholder alignment, you will ensure that every deliverable adheres to strategic objectives while meeting efficiency and operational goals. This role is ideal for a results-driven leader who excels at balancing autonomy with collaboration, fostering innovation without compromising functional unity, and steering digital HR transformation with clarity and purpose.

If you thrive in complex, fast-evolving environments and are passionate about shaping cohesive, future-proof solutions, this is your opportunity to leave a lasting impact in EU Institutions.

WE LOOK FOR

We seek a proactive, strategic, and collaborative leader with a strong customer-centric mindset and a passion for driving HR digital transformation. The ideal candidate will combine excellent team leadership abilities with a structured yet adaptable approach, thriving in a complex, governance-driven environment while fostering open communication and cross-functional alignment.

In particular, you should demonstrate the capacity to:

- Lead, mentor, and motivate a team of Product Owners, ensuring high performance, engagement, and accountability.
- Coordinate activities across multiple projects simultaneously, balancing priorities, quality standards, and deadlines while maintaining the functional coherence of HR solutions across the portfolio.
- Set clear strategic priorities, respond effectively to short-notice demands, and adapt swiftly to evolving business and operational needs.
- Analyse, synthesise, and communicate complex business and technical requirements, translating them into actionable insights, documentation, and stakeholder briefings with precision.
- Navigate intricate governance frameworks while driving innovation and efficiency in HR process optimisation.



Essential Experience & Skills:

- Proven experience in leading and coordinating Product Owners, Business Analysts, or similar roles within HR digital transformation, IT system lifecycle management, or business process optimisation.
- Strong background in HR process design, IT-enabled business solutions, or enterprise-level system implementations—with the ability to align technical delivery with strategic HR objectives.
- Exceptional stakeholder and relationship management skills, with a track record of liaising between business leaders, IT teams, and end-users to drive consensus and deliver results.
- Outstanding analytical, structuring, and problem-solving abilities, paired with clear, concise, and persuasive communication—both written and verbal.
- Hands-on familiarity with Agile frameworks, product ownership practices, and backlog management, with an understanding of how to scale these in a multi-project environment.

Desirable Knowledge & Expertise:

- Portfolio/Programme/Project management methodologies (e.g., PM², SAFe).
- Enterprise or business architecture principles (e.g., TOGAF) and business process modelling (e.g. BPMN, ARIS).
- Service management frameworks (e.g., ITIL) and user-centred design (UX) best practices.
- Experience with HRIS (Human Resources Information Systems), case management tools, or similar platforms would be a distinct advantage.

If you are a strategic and results-oriented leader, capable of aligning vision with execution, ensuring consistency across complex initiatives, and empowering teams to deliver high-impact HR solutions, we encourage you to apply.



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 HR-MAIL-04@ec.europa.eu indicating the selection reference **HR/COM/2026/979** 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.

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.

➤ 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 groups 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.

Only for TA2a – add “In principle,”) 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.