



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.



Project Assistant – Trade Data

Directorate-General Trade and Economic Security (DG TRADE) of the European Commission

Selection reference: TRADE/ COM/2026/1054

Domain: Information Technology

Where: Unit TRADE.R4 - **Information Technology and IT Systems**, Brussels

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

Grade range: AST1-3

Publication deadline: 07.07.2026 - 12.00 (Brussels time)

WE ARE

DG Trade and Economic Security is responsible for leading the EU's common commercial trade policy, one of the European Union's exclusive competences. Trade policy plays a critical role in enhancing the EU's economic competitiveness, shaping globalisation, and defending the EU from unfair trade practices and threats to its economic security.

Within Directorate R, Unit TRADE.R.4 is responsible for delivering high-quality, secure and cost-effective information technology solutions in support of the DG's operational and administrative activities.

The unit's mandate encompasses a set of closely interconnected activities aimed at supporting the digital needs of DG TRADE. These include the development, maintenance and evolution of business information systems, the management and enhancement of web platforms, and the effective use and governance of collaboration and knowledge management tools. The unit also provides user support and training, with a particular focus on Microsoft 365 services and emerging AI-enabled solutions.

The unit is committed to maintaining high standards of reliability, availability, security and continuous improvement across its IT services portfolio. In this context, it plays a key role in strengthening the digital capabilities that support the effective implementation of EU trade policy and economic security instruments.

WE PROPOSE

We are offering a position of TEAM LEADER assisting in the fields of Project management and AI Solutions within DG TRADE's IT unit.

You will join a dynamic team delivering digital solutions that support EU trade policy, trade defence instruments, and the growing field of economic security. The systems developed by the unit have a tangible



operational impact and are used by Commission services, Member States, businesses, and international partner countries.

In this role, you will contribute to the full IT project lifecycle, from business analysis and requirements gathering to solution delivery, testing, deployment, and continuous improvement. You will help coordinate multidisciplinary teams composed of business analysts, developers, testers, support teams, contractors, and policy stakeholders to ensure the successful delivery of high-quality digital services.

You will play a key role in transforming policy and business needs into effective and user-oriented IT solutions, with a strong focus on planning, delivery management, quality assurance, reporting, and stakeholder coordination.

The position also offers the opportunity to contribute to the progressive integration of AI-enabled capabilities into DG TRADE systems and business processes. This includes supporting the identification of AI use cases, implementation activities, testing, user feedback collection, and governance follow-up in line with responsible AI principles.

You will gain valuable exposure to modern digital technologies and governance practices, including cloud solutions, cybersecurity, interoperability, data governance, accessibility, and trustworthy AI.

This position provides an excellent opportunity to further develop expertise in IT project delivery, digital transformation, and AI-enabled innovation within a highly international and policy-driven environment.

WE LOOK FOR

We are seeking a motivated, reliable and service-oriented colleague with strong analytical and organisational skills, capable of delivering high-quality results within deadlines and in a complex institutional and policy-driven environment.

The candidates should demonstrate the ability to coordinate and support teams working in an Agile development environment, while applying sound IT project management practices, governance principles and delivery processes. They should be capable of ensuring methodological consistency and architectural coherence across multiple projects and initiatives, and be able to review and challenge technical estimates, implementation approaches and solution proposals in a constructive, structured and evidence-based manner. The position requires strong communication and stakeholder management skills, with the ability to interact effectively with both technical experts and business representatives. Candidates should display a structured, pragmatic and solution-oriented mindset, combined with a strong sense of quality, ownership and responsibility.

Finally, the role calls for adaptability, curiosity and a genuine willingness to continuously develop new competences, particularly in areas such as IT architecture, governance frameworks, AI-enabled solutions and emerging digital technologies.

The ability to work autonomously while fostering collaboration, knowledge sharing and team spirit is essential.

Experience in Java-based and/or M365 application development would be considered a strong asset. Experience in IT architecture, IT governance, cloud-based environments or the application of PM² methodology would also be advantageous.



You will be supported in progressively learning the role and acquiring the necessary competences and knowledge through mentoring, guidance and training opportunities.

The following would be considered an advantage:

- familiarity with international organisations or policy environments;
- experience in trade or economics policy environment experience with AI-enabled solutions and machine learning approaches.

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 TRADE-R4-VACANCIES@ec.europa.eu indicating the selection reference **TRADE/COM/2026/1054** 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:

FOR AST jobs: 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.

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/French 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 group AST.**

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 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.