



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 Manager – Information Systems

Directorate-General for Climate Action (DG CLIMA) of the European Commission

Selection reference: CLIMA/COM/2026/973

Domain: CLIMATE

Where: Unit CLIMA.E.3 – “Climate Information Systems”, Brussels

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

Grade range: AD5-7

Publication deadline: 03.09.2026 – 12.00 (Brussels time)

WE ARE

A highly motivated team of around 65 IT experts including business analysts, security experts, developers, architects and managers. Our mission is to implement, maintain and expand a mission critical IT system that supports DG CLIMA's mission and programmes. One of the largest platforms in our portfolio is the EU Emissions Trading System (EU ETS), the biggest emissions trading market in the world. The EU ETS works on the 'cap and trade' principle. A cap is set on the total amount of certain greenhouse gases that can be emitted by installations covered by the system. The cap is reduced each year so the total emissions fall. Within the cap, companies receive or buy emission allowances, which they can trade with one another as needed.

The ETS operations are centralised in a single Registry, called the Union Registry. It holds accounts for more than 15,000 operators from the power sector and energy intensive industry, including the aviation sector. The national administrators in Member States manage the participants to the EU ETS and their accounts, while DG CLIMA as the Central Administrator is responsible for providing the centralised infrastructure, operating and further developing the Union Registry in a changing policy and security environment.

Unit CLIMA.E.3 is responsible for developing and operating the Union Registry and other information systems supporting the EU ETS. We strive to offer high quality services to the Member States, while providing a highly secure infrastructure for the market players. As the Commission's ambitions grow and DG CLIMA's mandate expands, we will be implementing more and more capabilities and systems supporting the European Green Deal, Fit For 55 and other policy initiatives.



WE PROPOSE

We are seeking to hire an IT Project officer. The selected candidate will work as a Project Manager in the Union Registry team, which leads development and manages sub-modules of the Union Registry to allow for a smooth implementation, monitoring and accounting of EU GHG emissions trading and other climate policies. The Union Registry is implemented as a web application used by EU Member State authorities, ETS operators and European Commission officials.

The chosen candidate will be responsible to:

- Manage one of the Union Registry project teams, distribute workload and report on the team's activities.
- Drive product development by translating policy requirements and/or business processes into applications and technical solutions.
- Manage a team of IT professionals in charge of project activities or in charge of the provision of IT services and/or outsourced contracts.
- Analyse, develop, test, document, support and maintain information systems, in close cooperation with the business managers and project team.
- Monitor costs, timelines and resources, including management, supervision and agile team coordination.
- Report regularly to internal hierarchy and System Owners about the on projects' status.
- Identify needs for internal and external resources, submit and follow up service requests, perform contract management activities.
- Conceptualisation, architecture design, functional and technical analysis, definition of technical and business requirements, drafting of technical specifications, prototyping, developing, testing, implementing, ensuring quality control, monitoring, integration and evolution/maintenance of IT applications.
- Ensure that projects progress as scheduled regarding timeframe, resources and expenditure, pre-defined quality and specification, and take appropriate remedial action in case of deviations.
- Prepare calls for tender, contribute to the definition of terms of reference and participate in the vendor selection process.
- Follow up contract performance (deadlines, specifications, expenditure etc.).
- Contribute to implementation and monitoring of the proper implementation and / or application of EU legislation via the Union Registry.
- Participate and / or represent the Commission in advisory, management and / or regulatory committees, working groups and / or any other ad-hoc group, meetings with stakeholders, including European Institutions, third countries and / or other (international) organisations.



WE LOOK FOR

We are looking for an experienced Project Manager to lead and support the Union Registry team, composed of 15 service providers with different backgrounds (business analysts, system architects, web developers, testers etc.). The selected candidate will need to provide effective leadership, ensuring that team members are motivated and constantly developing their skills and experience. (S)he will also manage several development contracts that will be carried out by sub-contracting partners.

More specifically, we are looking for the following background and set of skills:

- Solid knowledge in information technology and software development.
- Very good general technical knowledge of tools and technologies, particularly of JEE, application servers, web services, DevSecOps, infrastructure, networking. Experience with the IT infrastructure of the Commission is an advantage.
- Minimum 6 years of experience in managing large-scale IT development projects through the entire lifecycle.
- Proven track record of applied project management and development methodologies and tools: Agile (e.g. SCRUM), Project management (PM2 would be a great asset).
- Knowledge of web development standards (e.g. W3C standards) would be an asset.
- Experience in understanding the business and technical side, and liaising efficiently with different stakeholders: business experts, engineers, end-users; running technical proof of concepts. Experience translating public policy requirements into IT solutions is an advantage.
- Experience in day-to-day leading, motivating and management of a cross-functional team.
- Knowledge in different Enterprise Architecture patterns and their implementation (e.g. SOA).
- Excellent communication, drafting and presentation skills in English as to effectively communicate with stakeholders (fluency in English, both spoken and written, is mandatory).
- Well-organised, effectively managing uneven workload and competing priorities, multi-tasking, working autonomously and assuming responsibility for the team and projects managed.

Given the nature of the role, the selected individual will embark on the EU security clearance process.



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 CLIMA-E03-ARES@ec.europa.eu, indicating the selection reference CLIMA/COM/2026/973 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. 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 **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)/2(d) 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.

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.