



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.



Software Engineering and Quality Assurance Specialist

in the Directorate-General for Communications Networks, Content and Technology (DG CONNECT)

Job title : Software Engineering and Quality Assurance Specialist

Domain : ICT and INTERNET in SOCIETY, SCIENCE and INDUSTRY

Where: Unit CNECT.F2 - DSA Risk Management and User Rights

Function Group: FG IV

Contract Type: 3b

Express your interest until: 31.08.2026 - 12.00 (noon, Brussels time)

WE ARE

DG CNECT supports the digital transformation of our economy and society and conceives and implements the policies required to foster the internal market, make Europe fit for the Digital age and technological autonomy.

Directorates D and F are in charge of the implementation of the Digital Services Act (DSA) and Digital Markets Act (DMA) – two major new regulatory frameworks for online platforms and other intermediaries that are enforced directly by the European Commission. With these new regulatory powers, the Digital Services Act Enforcement Team is tasked with the regulatory work supervising “very large online platforms” and “very large online search engines” designated by the Commission, i.e. those with more than 45 million users in the EU. This includes search engines and platforms such as social media sites, video-sharing platforms, and online marketplaces. The designated very large online platforms and search engines are also charged a supervisory fee on an annual basis, that the Commission needs to collect and manage. The Commission is also called to chair and convene the meetings of the DSA Board.

As part of our mission, the DSA Enforcement Team supervises the systems and processes that such online platforms put into place to assess and mitigate systemic risks on their platforms. The risk categories prescribed in the law include those linked to the dissemination of illegal content, risks linked to gender-based violence online, the protection of fundamental rights, including freedom of expression online, as well as risks linked to civic discourse and elections, and risks linked to physical and mental health, especially for minors.



Data science and scientific research play a key role in DSA enforcement. Given the complex nature of these risks, and the role algorithmic systems and other technical systems play in their materialization, the Commission has established a scientific and technical team that is embedded in DSA supervision and enforcement actions. This team, integrated by technology specialists of DG CNECT and the European Centre for Algorithmic Transparency (ECAT) established by the Joint Research Centre (JRC), acts as a technical counterpart in interactions between the European Commission and designated Very Large Online Platforms (VLOPs) and Very Large Search Engines (VLOSEs), leveraging the European Commission's wide-ranging investigatory powers.

The mission of this team comprises a broad range of activities that directly support DSA investigations, ranging from conducting data science experiments to produce evidence of potential DSA breaches, to designing and using state-of-the-art digital infrastructures, software tools and AI systems for regulatory enforcement.

As part of its mission, the team frequently interacts with external stakeholders, including the regulated entities, civil society actors and academics, as well as works closely with Member States, regulatory authorities and other bodies with relevant expertise as well as relevant third countries and international organisations.

WE PROPOSE

We propose an exciting and challenging opportunity for a talented and motivated colleague who will join the scientific and technical teams of CNECT.F/D and the JRC/ECAT as a software engineering and quality assurance specialist.

You will join a team of data scientists, researchers, AI engineers and software developers who work on the enforcement of the DSA, providing technical and scientific evidence that underpins legal compliance investigations.

The work of this team, and the software built as part of our activities, directly informs regulatory enforcement decisions, and is subjected to thorough scrutiny as part of legal proceedings, often above and beyond standard code review and verification practices found in commercial software development. In this role, you will contribute to ensuring that the evidence produced by our data science team meets the highest standards of quality and reproducibility possible.

Activities will centre around the design, implementation and maintenance of a robust, modular code-base that underpins all data science work on DSA enforcement. You will develop clean, well-structured software primarily in Python, applying version-control, automated testing and continuous-integration practices, to guarantee reproducibility and traceability. By defining clear internal interfaces and data management policies you will ensure that each component integrates smoothly with the rest of the code-base, allowing new innovative tools and models to be incorporated efficiently and reliably. In addition to delivering new functionality, you will promote consistent coding standards, mentor colleagues on best-practice development and enhance



documentation so that the software base remains intuitive and maintainable for both current and future contributors.

WE LOOK FOR

We look for a highly motivated, proactive colleague to be able to contribute to the team's success. Experience in EU institutions, bodies or agencies would be an asset.

We look for a mix of different skills combined with a readiness to learn and develop the following qualities:

- Deep expertise in software-engineering principles and best practices, including test-driven development, static analysis, code review and refactoring of sizeable code bases.
- A proven record of producing robust, well-documented software in complex environments is essential.
- An MSc or a PhD in Computer Science, Software Engineering or a related discipline would be a key asset,
- Demonstrable experience in improving code quality would be a key asset,
- Similarly, experience in formal compliance testing of software systems, e.g. in regulated sectors or high-stakes applications, would be advantageous.

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
 3. completed application form.
- Please send these documents by the publication deadline to CNECT-PLATFORMS-RECRUITMENT@ec.europa.eu indicating the call for interest reference EC/CNECT/2026/523610 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?

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

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://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



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**. A request to be based on JRC / ECAT sites in **Sevilla (Spain)** or **Ispra (Italy)** would be considered as an alternative.

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.

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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.