



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.



Policy Officer

in DG CONNECT of the European Commission

Job title: Policy Officer

Domain: Information Technology

Where: Unit CNECT.C.1 - „ High Performance Computing and Applications “, Luxembourg

Function Group: FG IV

Contract Type: 3b

Express your interest until: 31.07.2026 - 12.00 (noon, Brussels time)

WE ARE

DG CONNECT develops and implements policies to make Europe fit for the digital age. We invest in research, innovation, deployment and uptake of trustworthy and green digital technologies that improve our economy and people's lives. Through funding, legislation and policy initiatives, we help ensure European leadership and independence in critical digital technologies and promote the EU's human-centric model of an innovative, fair and sustainable digital transformation of society. **Unit CNECT.C.1** "High Performance Computing and Applications" implements the EU's HPC strategy and supports strategic EU-wide HPC applications, notably the Destination Earth initiative, developing a highly accurate digital model of the Earth. The unit also supports the development of the European Open Science Cloud (EOSC) and collaboration of European National Research and Education Networks (NRENs) through GÉANT.

The High-Performance Computing (HPC) strategy is at the heart of the DG's digital policy and is growing in importance in the context of the Commission's latest Tech Sovereignty Package. The unit is responsible for the definition and development of the DG's strategy and policy on HPC and AI infrastructures, whereas the administrative implementation of the HPC activities is delegated to the EuroHPC Joint Undertaking. Nevertheless, it is the responsibility of the unit of representing the parent DG, DG CONNECT, to monitor the compliance of the Joint Undertaking and the progress of the actions it implements, and provide assistance and guidance where necessary. The Joint Undertaking's activities range from R&I actions to the procurement, deployment and provisioning of services of HPC supercomputers and quantum computers. In this context, the unit contributes to the implementation of the 2024 AI Innovation Package by overseeing the setting up of AI Factories. In addition, the unit is also contributing to the development and implementation of the European Chips Act 2 and the CADA. The unit provides input and expertise for the high-end technologies, i.e. HPC microprocessors, including the Open Risc-V technology.

WE PROPOSE

Unit C.1 of DG CONNECT is seeking to hire one policy officer.

We offer a unique, challenging and very interesting position as Policy Officer to play a key role in the implementation of the HPC strategy. The work will mainly focus on policy implementation and



development, in particular with respect to the evolution of the European HPC strategy along the new political and technological challenges and the follow-up of the implementation activities of the EuroHPC JU, specifically relating to the implementation of the AI Factories and AI Gigafactories. The position entails significant amount of drafting of briefing, speeches, inputs for adjacent units. The position will also involve responsibility for increasing international activities of the unit, including for the HPC strategy and Destination Earth.

The work will entail frequent contacts with the EuroHPC JU and colleagues across the DG, with external stakeholders from academia, industry and Member States, and other services from the Commission (e.g. EIC, GROW, RTD, INTPA, MENA, ENEST).

WE LOOK FOR

We are looking for an enthusiastic candidate with a good understanding of computing technologies (including software and applications) and markets (HPC and/or AI and/or cloud), with a keen interest in shaping the EU policy in these domains. Although not strictly necessary, a degree in computer science, IT engineering, electrical engineering, telecommunication engineering, software engineering, or other degrees related to information and communications technologies (ICT), as well as private-sector experience in these areas, would be significant assets.

Special emphasis will be laid on the capacity of the candidate with strong demonstrated (tech) policy drafting skills, with a sound political judgment, and the potential to develop a good understanding of the HPC computing ecosystems in Europe. Previous project management, user outreach and international tech relations experience are a significant advantage.

We are looking for entrepreneurial colleagues, innovators with an open mind-set, at ease with working autonomously, prepared to develop their own initiatives, and with a high sense of responsibility.

We expect the candidate to actively contribute to the creation of an agreeable working environment:

- A. Required
 - Excellent analytical and communication skills
 - Excellent drafting skills
 - Sound political judgment
 - Capacity to grasp the political aspects of HPC/AI
 - Excellent command of English
- B. Desired
 - Knowledge of the HPC/AI/cloud markets
 - Negotiation skills
 - Project management experience
- C. Personal qualities
 - Self-starter
 - Excellent organisation skills
- Capacity to work both independently and as part of a team



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
 2. completed application form.

Please send these documents by the publication deadline to CNECT-C1@ec.europa.eu and grazyna.PIESIEWICZ@ec.europa.eu indicating the call for interest reference **EC.2026.CNECT.450746** 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 database⁴ 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://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](#).



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 **Luxembourg**.

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 2 years**. Subject to the interest of the service, the contract may be renewed one or more times up to a maximum duration of 6 years.

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.