



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.



Security Agent – Guards’ Service

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

Selection reference: HR/COM/2026/1594

Domain: Crisis management and internal security

Where: Unit HR.DS.1.003 – Guards’ Service”, Brussels

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

Grade range: SC1-SC2

Publication deadline: 10.08.2026 - 12.00 (Brussels time)



WE ARE

The Human Resources and Security Directorate General (DG HR) includes the Commission's Security Directorate, which is responsible for keeping Commission staff secure and ensuring the security of our buildings, infrastructure and information against all threats.

Unit HR.DS.1 (Protection & Operations) is composed of three sectors and is in charge of providing Protection services, running the Commission Duty Office (operating 24/7) and managing the Guards team. HR.DS.1 is a highly motivated team, working in a challenging and rewarding environment, requiring constant adaptation to new situations, where competence, discretion and loyalty are a must.

The Guards Sector plays a key operational coordination role in crisis situations, Alert State decisions and deployment of Security Guards. It ensures a single chain of command by streamlining security instructions and procedures related to the Guards services' operational tasks and direct liaison with the contracted service provider. The Guards Sector functions as the single-entry point for all guards' matters linked to the European Commission's access control policy. It coordinates, together with other services, direct response to security and safety related emergencies. It acts as central point of contact for the Guards Dispatch and alarm centre, thus playing a critical role in crisis situations, as well as in safety and security incidents on a day-to-day basis.

WE PROPOSE

HR.DS.1.003 is seeking to hire one security agent.

The position will consist of primarily carry out tasks related to supervision of the guard's services and monitoring of quality. In this respect a close collaboration with the team members and our guards' contractor's local management are essential. You will be responsible for running and supervising a large variety of daily tasks and actions. Among those is the daily monitoring of all incoming requests to the team's functional mailbox.



Depending on the specific request or tasks at hand, the person will work in an autonomous manner or in team. All is executed under the responsibilities of the local Team Leader. In coordination with the hierarchy, the jobholder determines the actions to be undertaken and carry out the quality related activities (including on-the-spot checks of the guard's set-up).

New colleagues receive comprehensive and on the job training as to familiarise with our internal procedures and way of operating.

As member of a small team, the jobholder also will be requested to attend all relevant meetings with the contractor's management, security representatives of EU Institutions, bodies, offices and agencies, and, when necessary, support the preparation of agendas and briefings for such meetings.

We offer a very friendly work environment, with a strong emphasis on collaboration and teamwork, within the unit and beyond, and are committed to a good work-life balance, with a strong focus on quality and impact.

The post is assigned to a stand-by service. You might be called back to the office when security needs would oblige this.

WE LOOK FOR

We are looking for a person with an experience of at least 3 years, preferably on a security position. Experience in working in a diplomatic environment or other international institutions would be an advantage.

We would welcome experience in event security management, for example related to high-level conferences.

We are looking for a dynamic and pro-active colleague, able and willing to adapt quickly, and respond to new developments and changing priorities in security situations.

The job is very suitable for a colleague with a background in law enforcement, military or within a private security company.

Key characteristics are:

- attention to detail,
- organisational ability,
- a strong sense of initiative and responsibility,
- capacity to multi-task, plan and prioritise,
- good communication skills (orally and in writing),
- ability to work as part of a team as well as autonomously,
- openness to acquire new skills.

A sense of humour, team spirit and stress resistance are certainly useful characteristics.

Very good command of French and English (level C1 for both) is required.

The candidate/job holder must either be a holder of a valid security clearance up to the level of "SECRET UE/EU SECRET" or be willing to undergo the national vetting procedure (in order to be allowed to perform her/his job)

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-DS1-1@ec.europa.eu indicating the selection reference HR/COM/2026/1594 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 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 and 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. 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 group SC.**

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.