



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/2026/1628

Domain*: CLIMATE

Where: CLIMA.E.3 – “Information Systems and Services”, Brussels

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

Grade range: AD5-7

Publication deadline: 10.09.2026 - 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 and mission critical IT system that support DG CLIMA’s mission and program. One of the largest platforms in our portfolio is 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.

The unit 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

A position for a highly motivated colleague who would like to work as an Information Systems Architect in the Union Registry team. The successful candidate will be expected to:

- lead IT development projects and coach internal software developers.
- Provide effective leadership, motivate and coordinate the work of internal intra-muros and deliveries of externalised development team. Allocate tasks / responsibilities to the IS service delivery team: workload, work organisation, schedules, and priorities.
- Identify, evaluate and recommend tools, technologies and design technical solutions
- produce technical specifications for externalised software development and review the deliverables
- identify, report and manage risks of the activities under his/her responsibility
- maintain IT best practices based on proven standards and methodologies e.g. Information Technology Infrastructure Library (ITIL), Agile@EC & PM2, Open Web Application Security Project (OWASP)
- operate under quality criteria and Service Level Agreement (SLAs) and cooperate closely with the Security team to enhance the security of the application and the correct implementation of the quality and security safeguards
- provide technical guidance to and ensure that IS service delivery progresses as scheduled and promote systematic approaches to code reviewing, IS documentation and secure development
- liaise frequently with all actors: Unit management, business analysts, software development contractors, security team, support, DIGIT, UNFCCC
- assess and identify group and individual training needs and report on individual and team performance
- contribute as needed to the drafting of the DG CLIMA ETS IS annual budget planning
- participate and / or represent the Commission in advisory, management and / or regulatory committees.

WE LOOK FOR

A colleague with a distinguished set of skills who will provide technical leadership and architectural support for the design, evolution and implementation of the Union Registry IT tools ecosystem. The successful candidate will contribute to the definition and governance of the technical architecture of a set of web applications developed in Java, ensuring consistency, scalability, security, performance and maintainability across the solution landscape. The Union Registry is implemented as a web application used by EU Member State authorities, ETS operators and European Commission officials.

With this background, we specifically seek an experienced IT System Architect with extensive knowledge in the design and delivery of enterprise web applications and microservice-based solutions. More specifically, the candidate shall have proven experience in developing IT systems in the financial sector, more concretely systems handling assets classified as Financial Instruments



under MiFID (Directive 2014/65/EU). The candidate should be able to act as technical lead, support development teams, steer architectural decisions and contribute to the continuous improvement of software engineering practices.

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

- solid knowledge of information technology and software development, with a strong background in enterprise application architecture and backend development
- proven experience as Software Architect, Technical Architect or Technical Lead in complex IT environments
- very good technical knowledge of Java-based web application development and related technologies, in particular Java, Maven, Spring, Spring Boot, REST APIs, web services, SQL and application integration patterns
- good experience in designing and guiding modern software architectures, including microservices, event-driven architectures, common modules, security, performance and quality rules
- experience with front-end and web-related technologies such as Angular, NodeJS, HTML, CSS and JavaScript would be a great an asset
- good knowledge of API and integration technologies and standards, such as OpenAPI, Swagger, RAML, SOAP and MuleSoft, is an advantage
- experience with application servers and enterprise platforms, including WebLogic, Tomcat, JBoss or similar environments
- good knowledge of DevOps and continuous integration / continuous delivery practices and tools, including Git, CI/CD pipelines, Jenkins, Bamboo, Sonar, Artifactory or similar tooling
- experience with containerisation and cloud-related technologies, notably Docker and cloud environments such as AWS or Azure, is an asset
- good knowledge of relational databases, in particular Oracle, SQL Server, PostgreSQL or similar technologies
- minimum 8 years of relevant professional experience in software architecture, technical leadership and the design and implementation of large-scale IT systems;
- proven track record of working with Agile development methodologies and tools; Scrum certification or equivalent experience is an advantage.

The ideal candidate should also be able to provide sound technical advice, support architectural governance, collaborate effectively with analysts, developers, testers and project management profiles, and contribute to the successful delivery of business-critical systems.

Given the nature of the role, the selected individual must already have an EU security clearance. Fluency in English, both spoken and written, is mandatory.



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, Javier.CACERES@ec.europa.eu and Radu.TUDOSE@ec.europa.eu indicating the selection reference **CLIMA/COM/2026/1628** 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) of the [Conditions of Employment of Other Servants](#), in function group 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.

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.