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 Sweden[1]. 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.

Team Leader – Head of Risk

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

Selection reference: CLIMA/COM/2026/TA2a/526347
Domain*: CLIMATE
Where: CLIMA.E.TRO – "Taskforce for Resilient Operations", Brussels
Staff category and Function Group: Temporary agent 2a – Administrator
Grade range: AD5-7
Publication deadline: 16.10.2026 - 12.00 (Brussels time)

WE ARE

The European Commission is organising an external selection procedure for a temporary agent to fill the post of Team Leader – Head of Risk. The officer will be a part of the taskforce whose main goal is to prepare establishment of a dedicated "secure ETS operations office" by 2028, where all reviewed processes and streamlined administrative tasks will benefit from efficiency gains and financial sector grade information security services. This taskforce will be hosted by the Directorate-General for Climate Action (DG CLIMA) and report directly to the Director for Climate Resilience and Information Management of DG CLIMA.

The taskforce is established with the aim to retain operational excellence and continuity of the ETS Registry in an evolving and increasingly challenging geopolitical and cybersecurity landscape. The taskforce will enhance the current operating model, by aspiring to ensure maximum compliance with applicable regulations for comparable financial market infrastructures and to minimise exposure of the critical climate information systems to external threats thereby contributing to predictable and stable policies and business continuity.

ETS operations are centralised in a single information system, called the Union Registry. It holds carbon emission allowances in accounts for more than 15,000 operators from the power sector and energy intensive industry, including the aviation sector. Emission allowances are considered financial instruments under MiFID, and the registry offers services similar to the notary and central maintenance services offered by Central Securities Depositories ('CSD').

WE PROPOSE

The risk management function will form part of ETS Office's second line (of defence) and its mission is to support ETS Office in achieving its goals and delivering its strategy through providing robust, independent oversight of risk-taking activities. We offer an exceptional opportunity to step into a foundational senior role and build a modern enterprise risk architecture from the ground up. As a key member of our founding executive team in Brussels, you will have a clean slate to design a risk framework tailored to an agile, small-to-mid-size Financial Market Infrastructure (FMI) operating at the crossroads of the European financial and climate policy ecosystems. We offer a seat at the founding table, highly competitive and the unique prestige of shaping a new systemic pillar in the European market.

The chosen candidate's main task will be to orchestrate the strategic design, implementation, and ultimate governance of our holistic risk management function. This spans across all pillars of financial risk, operational resiliency, and legal reporting management.

For our organization, this profile is a critical prerequisite for existence. The future Office cannot warrantee a secure operating model without a flawless, independently validated risk framework. This post provides for the ultimate custodian of our institutional credibility. Key responsibilities include:

- Enterprise Risk Management (ERM) and Risk Governance:
  - develop, maintain and implement the ETS Office enterprise-wide risk management framework, risk strategy and Risk Appetite Framework in compliance with relevant frameworks, such as CSDR (Central Securities Depositories Regulation), Digital Operational Resilience Act (DORA) and relevant prudential and financial-market infrastructure requirements and ESMA guidelines
  - establish appropriate risk policies, methodologies, limits, key risk indicators and escalation mechanisms
  - define a Report framework to regularly report on risk exposure, highlighting emerging systemic threats, proposing solutions to mitigate and manage identified risks.
- Operational and ICT Risk:
  - in collaboration with the respective services, develop and operational risk framework and oversee risk arising from: IT systems and critical infrastructure; cyber threats and information security; operational incidents and processing failures; human error, fraud and internal process failures; third party providers and outsourcing
  - define a strategy and oversee operational resilience, business continuity and disaster recovery arrangements, including scenario testing and crisis-management preparedness ensuring the system can resume operations within the strict Recovery Time and Point Objectives (RTO/RPO) required by legislation
  - conduct risk assessments. Define framework and launch contracts to outsource the periodic assessment of all systems and services. Communicate risk findings to stakeholders, including senior management and governance bodies, providing clear and actionable recommendations
  - provide independent risk oversight of compliance with applicable digital operational resilience requirements, including DORA where relevant.

- Additional Responsibilities:
    - stay abreast of industry trends and regulatory changes, adjusting risk management strategies as necessary
    - establish and maintain relationships with internal/external auditors and governance bodies, providing them with the necessary insights for their external assessments
    - define and evaluate security metrics (KPIs) for security controls on all systems.

WE LOOK FOR

We are looking for a Team leader – Head of Risk.
A post-aligned academic qualification is preferred, such as Master's degree or PhD in Finance, Financial Engineering, Economics, Business and Administration, or a highly relevant mathematical discipline. Relevant professional certification such as PRMIA PRM or equivalent would be considered a strong advantage. Prior experience in risk management within a financial institution, Central Securities Depository (CSD), Central Counterparty (CCP), central bank, major custodian, settlement bank, market infrastructure, supervisory authority or comparable systemically important financial institution would be particularly relevant. Quantitative skills and understanding of data structure, system infrastructure and application functionalities would also be required.

Additionally, the ideal candidate should have:

- a minimum of 14 years of relevant professional experience in private sector financial institutions
- strong understanding of securities settlement, post-trade infrastructure and financial-market plumbing
- ability to assess complex risks across technology, operations, financial markets and regulation
- experience managing large teams and contracts leading to successful ICT operational/risk management initiatives and implementing Internal Control Systems (ICS) to prevent fraud
- proven experience on ICT oriented risk/audit management or security frameworks such as Certified in Risk and Information Systems Control (CRISC) Certified Information Security Manager (CISM), Certified Information Systems Professional (CISSP), Certified Secure Software Lifecycle Professional (CSSLP), Certified Information Systems Auditor (CISA) or Certified Data Privacy Professional (CDPP) will be considered as a plus
- experience in the build-out of a comprehensive digital operational resilience framework in strict compliance with the Digital Operational Resilience Act (DORA), establishing proactive ICT risk screening, incident reporting, and threat-led penetration testing.

Other valued qualities: Adaptability as the candidate navigates diverse work environment and maturity levels. Strong organizational and project management skills, staying updated on the latest security threats, and exceptional communication abilities are must-haves. The ability to think creatively and approach challenges from different perspectives is also crucial.

Familiarity with the European Commission environment, including security practices, methodologies and roles (ITSRM, LSO / LISO, CRO, GRC, etc.), will be valued but is not indispensable.

Given the nature of the role, the selected individual will embark on the EU security clearance process. Fluency in English, both spoken and written, is indispensable.

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-E-ARES@ec.europa.eu, Elina.BARDRAM@ec.europa.eu and Javier.CACERES@ec.europa.eu indicating the selection reference CLIMA/COM/2026/TA2a/526347 in the subject.

No applications will be accepted after the publication deadline.

ANNEX

1. *Selection*

➢ Am I eligible to apply?

<u>You must meet the following eligibility criteria when you validate your application</u>:

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 EU[2]
- 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 priority[3]. 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(a) 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.