



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.



Team Leader – Head of Operations

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

Selection reference: CLIMA/COM/2026/TA2a/526348

Domain*: CLIMATE

Where: CLIMA.ETRO – “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 Operations. 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 Operations management function will make an integral part of the first line (of defence) and its mission is to support ETS Office in achieving its goals and delivering its strategy through providing robust, compliant and resilient operational activities. We offer an exceptional opportunity to step into a foundational senior role and build a modern enterprise operational architecture from the ground up. As a key member of our founding executive team in Brussels, you will have a clean slate to conceptualise the design, implementation and continuous enhancement of the institution's operational resilience framework. The role ensures that critical services, processes and supporting capabilities remain resilient under disruption and that the institution is well positioned to prevent, respond to, recover from and learn from operational incidents, in line with regulatory expectations and business needs.

The Head of Operations will contribute to the design, implementation and maturation of the institution's operational resilience framework, with particular focus on critical functions, severe but plausible scenarios, incident management, business continuity, disaster recovery, third-party dependencies and ICT-related resilience under DORA and related standards. Working across business, operations, technology, risk, compliance and senior governance bodies, you will support a coherent end-to-end approach to resilience in an environment where continuity, market confidence and systemic stability are essential.

In close coordination with executive management, legal, risk, internal audit and compliance functions, the head of operations will oversee all components of the institution's operational resilience, business continuity and crisis management framework. The role equally offers the opportunity to:

- lead the first line of defence of the risk management strategy of the Office
- lead the internal team of experts and manage services in outsourced contracts to strengthen the institution's preparedness for ICT disruptions, cyber incidents, outsourcing failures and cross-functional crisis events
- work with first and second line functions to strengthen incident management, crisis preparedness, business continuity and disaster recovery capabilities
- identify and map important business services, critical processes, dependencies and vulnerabilities
- engage with internal and external stakeholders, including control functions, senior committees, critical providers and supervisory authorities, to support in the definition and monitoring of impact tolerances, resilience indicators and associated governance arrangements
- assess resilience risks related to people, processes, technology, facilities, cyber threats, data and third-party dependencies, promoting resilience awareness and cross-functional collaboration throughout the organisation.

WE LOOK FOR

We are looking for a Head of Operations.

A post-aligned academic qualification is preferred, such as master's degree in business



administration, telecommunications, information systems, finance, economics or highly relevant engineering field. Familiarity with the regulatory environment affecting financial institutions, especially in relation to operational and digital resilience would be a strong asset.

Additionally, the ideal candidate should have:

- a minimum of 12 years of relevant professional experience in a public or private sector (preferably finance) institution
- experience in operational resilience, operational risk, business continuity, ICT risk, cyber resilience or a closely related area
- demonstrated experience in developing and implementing operational resilience frameworks, including service mapping, impact tolerances or equivalent continuity metrics, dependency analysis, scenario testing and crisis coordination
- strong understanding of the EU regulatory framework relevant to resilience and ICT risk, notably Digital Operational Resilience Act (DORA), and familiarity with related expectations under European Market Infrastructure Regulation (EMIR), Central Securities Depositories Regulation (CSDR), Markets in Financial Instruments Directive/Regulation (MiFID/MiFIR)-related interfaces, Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT), in particular with relation to outsourcing and cybersecurity requirements
- experience in cross-functional coordination involving operations, technology, risk, security and governance stakeholders
- an understanding of post-trading activities, settlement cycles, asset servicing, collateral processes, reconciliations and control frameworks is desirable
- familiarity with the regulatory and operational environment applicable to financial market infrastructures, custodians, payment systems or major financial institutions would be highly desirable
- relevant information systems, cybersecurity, business continuity and service management certifications such as MBCI, CBCI, CRISC, CISM, CISSP, ISO27001, ISO22301, ITIL and equivalent would be strong assets
- proven experience with threat-led testing, incident response, disaster recovery, third-party risk, cloud dependency management and cyber resilience exercises organised by central institutions are significant assets.

Other valued qualities: Strong analytical, organisational and problem-solving skills with the ability to work across functions and coordinate with business, technology and control stakeholders. The ability to lead and manage teams (internal and outsourced) and engage with business managers, regulators, auditors and other control functions 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, Elna.BARDRAM@ec.europa.eu and Javier.CACERES@ec.europa.eu indicating the selection reference CLIMA/COM/2026/TA2a/526348 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(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.