



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 Officer – Investigations

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

Selection reference: HR/COM/2026/1555

Domain: EU's internal and external security

Where: Unit HR.DS.2 – Investigations & Analysis, Brussels

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

Grade range: AD5-7

Publication deadline: 08.10.2026 – 12.00 (Brussels time)

WE ARE

We are HR.DS.2, the unit responsible for Investigations & Analysis within the Security Directorate of DG Human Resources and Security. Our mission is to protect Commission's staff (including the members of the College), buildings and information by identifying and mitigating threats stemming from terrorism, violent extremism, hostile intelligence and other sources.

The unit is composed of about 40 staff members, working in a dynamic and friendly environment. The main tasks of the unit are counter-intelligence (CI) and counter-terrorism (CT) work, threat assessments, cyber response (CART), and open source intelligence (OSINT). The unit is responsible for carrying out security investigations in the fields of espionage and terrorism, as well as raising awareness of staff, including the Commissioners and their Cabinet members and about CI and CT-related security risks. The unit is the Commission's point of contact for Member States' security and intelligence services.

WE PROPOSE

We propose a position as analyst/investigator in the Counter-Intelligence (CI) sector, composed of 12 staff members. The sector is responsible for implementing the counter-espionage strategy of the Commission, countering the activities of hostile intelligence services against the Commission and carrying out internal security investigations to ensure the protection of Commission staff and information alike. The successful candidate will be closely involved in this work, under the guidance and supervision of the Head of Unit and Head of Sector. S/he will be expected to:

- Contribute to the gathering, analysis and processing of intelligence concerning espionage activities against the Commission;
- Liaise and foster operational cooperation with the member-state services, as well as with other European Institutions or other partners;
- Conduct counter-intelligence investigations, performing the necessary investigative actions, and producing the corresponding written output;
- Carry out individual security screenings and checks;
- Participate in the Security Directorate's awareness-raising function by designing, organising and conducting counter intelligence security briefings for Commission services concerned.
- Produce analytical products, reflecting on trends in the espionage threat landscape.



WE LOOK FOR

We are looking for a committed, self-motivated and experienced candidate. S/he should have extensive relevant professional expertise gained from working on counter-intelligence in an international or national intelligence or security service environment.

The candidate should be able to demonstrate sound professional judgement, solid investigative know-how, and strong reporting capabilities. S/he should be experienced in conducting interviews, recording statements and (de)briefing persons of interest. The capabilities of the candidate in this field should include a thorough understanding of the investigative actions and processes for counterintelligence, with a solid knowledge and respect of the mechanisms ensuring these investigations' efficiency and legality.

The ideal candidate should have a strong analysis capability with excellent drafting skills, and should be able to demonstrate his/her ability to produce, in a clear and concise manner, threat assessments, security recommendations, counter-intelligence advice and other general or tailor-made briefing notes. S/he should be able to provide policy, legal and/or strategic input on security-related topics, when required. The ideal candidate should have experience with opensource intelligence and should be a proficient user of case management systems.

The candidate should also possess strong interpersonal skills and should feel comfortable delivering counter-intelligence briefings to smaller or larger audiences, including to the Institution's senior management. S/he should have the ability to liaise and foster operational cooperation with the member-state services, as well as with other European Institutions or other partners.

The candidate should have good organisational skills, and should be able to prioritise and work when necessary, within short deadlines.

Language proficiency in English is required (level C1-C2), both in terms of written production (notes and reports) and oral delivery (presentations to smaller or larger audiences). Good knowledge of French (minimum level B2) will be considered an asset.

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 security 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-DS2@ec.europa.eu indicating the selection reference HR/COM/2026/1555 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.

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).



➤ **What about the selection steps?**

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

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 both in English and French.

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 groups AD.**



➤ **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.