



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.



Health and Safety Assistant – Radiation Protection

Directorate-General JRC (DG JRC) of the European Commission

Selection reference: JRC/COM/2026/1089

Domain: Science and Research

Where: Unit JRC.G.1 – Site Safety and Compliance, Karlsruhe (Germany)

Staff category and Function Group: Temporary agent 2d – Assistant

Grade range: AST1-3

Publication deadline: 30.09.2026 - 12.00 (Brussels time)

WE ARE

As the science and knowledge service of the European Commission, the Joint Research Centre provides independent, evidence-based knowledge and science, supporting EU policies to positively impact society. We provide anticipatory capacity, solid expertise and ability to propose and implement interdisciplinary research. The activities are carried out in collaboration with relevant Commission Services, national and international organisations and stakeholders. At the JRC we organise our work in portfolios which are the main building blocks of our multi-annual work programmes. The JRC is located in five Member States (Belgium, Germany, Italy, the Netherlands and Spain). More information about the JRC and its portfolios can be found at: https://joint-research-centre.ec.europa.eu/index_en

The current vacancy is in the Directorate for Nuclear Safety and Security. Its mission is the implementation of the JRC Euratom Research and Training Programme, the JRC Nuclear Strategy and the maintenance and dissemination of nuclear competences in Europe to serve both "nuclear" and "non-nuclear" EU Member States. A strong cooperation and complementarity with their national organisations is of key relevance. JRC Directorate G supports the relevant policy DGs with independent, technical and scientific evidence in the areas of nuclear safety, security, safeguards and nuclear science applications. Directorate G also ensures the role of the JRC as an active key partner in nuclear international networks and collaborates with international organisations and prominent Academia and Research Institutes.

Specifically, the vacancy is within the Unit JRC.G.1 – Site Safety and Compliance, which is dedicated to ensuring business continuity at the JRC Karlsruhe site by comprehensive compliance with all legal and licensing requirements related to nuclear safety and security. The unit is responsible for radiation protection, physical protection, overseeing and managing the safe transport, storage, and accountancy of radioactive materials, as well as implementing nuclear decommissioning tasks and radioactive waste management. It also maintains conventional safety across the site, and ensures compliance with the requirements for occupational health, safety at work and environmental protection. By integrating these key areas, the Unit upholds a safe, secure, and legally compliant operational environment, thereby supporting the JRC's and the Directorate's missions.



The post is located in Karlsruhe, Germany. More details can be found at: <https://ec.europa.eu/jrc/en>

WE PROPOSE

We are offering a position as a Temporary Agent (TA) in Radiation Protection for immediate assignment on site. The successful candidate will help ensure compliance with radiation protection and occupational health and safety rules, with a strong focus on operational monitoring. The role is key to protecting staff and facilities, maintaining high standards of nuclear and radiological safety, and coordinating with internal and external stakeholders.

Key Responsibilities

Monitoring and surveillance: Carry out and supervise routine and ad hoc measurements of dose rates, surface and airborne contamination, and contamination in liquids and solids. The aim is to keep exposure to staff, external workers and the public as low as reasonably achievable (ALARA), prevent the spread of contamination, and ensure that contaminated items do not leave controlled areas.

Regulatory compliance and documentation: Draft and update work instructions, technical documents, and required notifications and reports for the competent authorities. Ensure workplaces and working methods remain compliant with applicable rules and implement any changes required by regulatory updates.

Operational coordination and risk assessment: Assess risks and define suitable protective measures, especially for non-routine tasks. Oversee the application of these measures and advise staff, small teams, and external contractors on radiation protection.

Training and awareness: Provide guidance and training on radiation protection rules, safe working practices, and the correct use of protective equipment.

Radioactive source management: Manage the custody and accountancy of sealed and unsealed radioactive sources. Carry out annual leak tests on sealed sources, prepare the related documentation, notify the authorities where required, and act as the designated person responsible for leak tests on site.

In this role, the selected TA will support a strong radiation protection framework and contribute to a safe, compliant working environment for all personnel.

To perform the work, it may occasionally be necessary to wear personal protective equipment such as a respirator, paper suit, overshoes and gloves.

WE LOOK FOR

We are looking for candidates with the following skills and experience:



Experience

- At least three years of relevant professional experience in radiation protection, nuclear safety, or a similar field.
- Knowledge of the applicable German legislation and regulations, including the Strahlenschutzgesetz and Strahlenschutzverordnung, is strongly preferred.

Education and skills

- Secondary school diploma or equivalent qualification, ideally with a specialisation in radiation protection, health physics, nuclear engineering, or a related field, or equivalent practical experience.
- Good command of standard office software.

Competencies

- Strong technical expertise in radiological measurements, risk assessment, and protective measures.
- Excellent written and spoken German is essential. Good knowledge of English is an advantage.
- Experience supervising small teams and external contractors.
- Ability to manage radioactive source inventories, prepare waste and transport documentation, and perform leak tests.

Personal qualities

- Reliable, trustworthy and safety-conscious.
- Methodical, accurate and detail-oriented, especially in relation to regulatory documentation and material accountancy.
- Able to work closely with internal colleagues and external authorities.
- Flexible and able to adapt to changing regulations and technologies.

Availability to take part in the radiation protection on-call service, including outside normal working hours if needed, is important. Experience in emergency response, alarm intervention, or hazardous material operations would be an asset. Familiarity with EU administrative systems may be helpful, but is not essential.

We encourage applications from candidates who wish to use their radiation protection expertise to help maintain a safe working environment and contribute to the JRC's mission of providing science-based policy support at European level.



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
3. a copy of your diploma

Please send these documents by the publication deadline to hr-jrc-kru-selection-recruitment@ec.europa.eu indicating the selection reference **JRC/COM/2026/1089** 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:

FOR AST and AST/SC jobs: 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, or
- where justified in the interest of the service, professional training or professional experience of an equivalent level

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 **Karlsruhe (Germany)**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(d) of the [Conditions of Employment of Other Servants](#), in function groups AST.**

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.