



VACANCY NOTICE

Cybersecurity Officer (AD7)

EUROPEAN INSTITUTE OF INNOVATION AND TECHNOLOGY (EIT)

Ref.: EIT/TA/2026/192

The European Institute of Innovation and Technology (EIT) is an independent EU body set up in 2008 and by now has established Europe's largest innovation ecosystem. Our mission is to contribute to sustainable economic growth and competitiveness by reinforcing the innovation capacity of the European Union and Member States, in order to address major challenges faced by society.

The success of the EIT is in our unique innovation model – we support innovators and entrepreneurs at every step of the way, and we lay the infrastructure needed for innovation to thrive; from entrepreneurship education (training and skilling) to innovation projects (turning research and science into products and services for citizens) to boosting innovative businesses and the acceleration of start-ups. As part of Horizon Europe, the EIT community achieves this through a unique model, creating sustainable innovation ecosystems. Working at the EIT means to contribute to the delivery of innovation to resolve the major global challenges including climate change, sustainable energy, digitalisation, health, raw materials, sustainable food, urban mobility, advanced manufacturing, culture & creativity, and water.

You can expect a highly dynamic, modern, international work environment with strongly motivated colleagues. Working at the EIT means to be results-oriented and to share common values of working together: trust, transparency, collaboration, sustainability, respect and inclusion.

The EIT is now organising a call for expressions of interest with a view to establishing a reserve list for Temporary Staff (TA) for the profile of **Cybersecurity Officer**. The place of employment will be Budapest, where the EIT seat is located.

More information about the EIT and its activities can be found on: <http://eit.europa.eu>

1. JOB PROFILE

The **Cybersecurity Officer** will be responsible for implementing measures to ensure the reliability, integrity and security of the IT systems under the general supervision of the EIT Director in line with the strategic objectives set in the EIT's Strategic Innovation Agenda and Single Programming Document in the area of responsibility.



TASKS

In particular, the tasks of the **Cybersecurity Officer** will include the following:

- Plan, organise, monitor and follow up cybersecurity activities and projects, in coordination with relevant stakeholders. Where applicable, contribute to the coordination and organisation of the IT team's work, including setting priorities, following up on activities and supporting effective team collaboration;
- Support the development, implementation, monitoring and review of cybersecurity policies, plans, procedures and related measures;
- Support the implementation and monitoring of cybersecurity requirements and controls, including cybersecurity risk assessments, risk mitigation measures and compliance with applicable cybersecurity requirements;
- Provide analysis and advisory support on cybersecurity matters and contribute to the preparation of related policies, reports and recommendations.

ICT SAFETY and CYBERSECURITY:

- Assist in revision and implementation of Cybersecurity Framework, Plans and Maturity assessments and incident management;
- Coordinate, create, monitor the implementation and review of the ICT (cyber-)incident response policies;
- Implement measures to ensure a high level of reliability, integrity and security of the ICT systems;
- Perform cybersecurity analysis or investigation, remediation tracking, stakeholder coordination;
- Participate in the implementation of the Business Continuity Plan and Disaster Recovery Plan;
- Assess and manage the implications of advanced AI tools used by the EIT on Cybersecurity;
- Perform the Annual Access Rights Assessment exercise and Phishing Exercise;
- Perform the annual cybersecurity training and onboarding trainings to EIT Staff;
- Ensure close cooperation with relevant services of the European Commission and other EU Agencies.

The jobholder may be asked to carry out any other tasks as deemed necessary in the interest of the service.



2. ELIGIBILITY CRITERIA

2.1. GENERAL CONDITIONS

By the closing date of this call, candidates must:

- be a national of an EU Member State or an EFTA state¹;
- enjoy their full rights as citizens²;
- have fulfilled any obligations imposed by national laws concerning military service;
- meet the character requirements for the duties involved;
- be physically fit to perform their duties³.

2.2. EDUCATION

- A level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four (4) years or more, or
- A level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one (1) year when the normal period of university education is at least three (3) years.

Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted⁴.

2.3. EXPERIENCE

Candidates must have at the closing date for applications, professional experience of **at least 6 years** after obtaining the minimum qualifications set out in section 2.2 above.

Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to the profile in question. Only duly documented professional activity (i.e. remunerated employment or self-employment) is taken into account.

¹ EFTA countries are Norway, Iceland and Liechtenstein as defined in Article 2 of the [EEA agreement](#).

² Prior to the appointment, the successful candidate will be asked to provide a certificate of good conduct, confirming the absence of any criminal record.

³ Before being engaged, a member of staff shall be medically examined by one of the European Commission's medical officers.

⁴ In case of qualifications issued by authorities outside EU Member States, the proof of recognition of equivalence by the relevant EU Member State authorities must be specifically mentioned in the online application form under 'Additional information'. In case of invitation to an interview, the above proof must be provided.



Part-time work will be considered in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Fellowships, grants and PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once (e.g. if the applicant had a full-time job and did freelance consultancy work in the evenings and weekends, the days spent on the latter will not be added to the period of the former).

In case of qualifications issued by authorities outside EU Member States, the proof of recognition of equivalence by the relevant EU Member State authorities must be specifically mentioned in the online application form under 'Additional information'. In case of invitation to an interview, the above proof must be provided.

2.4. LANGUAGE SKILLS

As the predominant working language of the EIT is English, candidates must therefore have an excellent command of both spoken and written English. (Note: Native English speakers will be required to demonstrate the ability to work in a second EU language at interview stage). Candidates must also have satisfactory knowledge of another official language of the European Union⁵.

3. SELECTION CRITERIA

3.1. ASSESSMENT AT APPLICATION SCREENING STAGE⁶

Applications will be assessed on the basis of the following essential and advantageous criteria:

3.1.1 *Essential criteria*⁷:

- At least three (3) years of professional experience in cybersecurity governance, demonstrated through experience in at least two (2) of the following areas:
 - implementing or monitoring cybersecurity controls and risk mitigation measures, and developing, implementing or reviewing cybersecurity policies, plans or frameworks;
 - cybersecurity incident response, investigation and/or remediation;
 - leading or overseeing cybersecurity programmes, functions, teams or workstreams, including setting priorities, monitoring implementation and reporting on progress, risks and outcomes to senior management.

⁵ Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, Swedish.

⁶ The assessment of work experience by the Selection Board is based solely on the application form completed and submitted by the candidate. Please list all tasks and responsibilities carried out for each work experience indicated in your application.

⁷ These essential criteria will account for 60% of the total score attributed during the application screening stage. Each essential criterion may be assigned a different weighting. Please note only those candidates who meet all the essential criteria will be scored against the advantageous criteria. In the application, please indicate the key work experience(s) in relation to each of the essential criteria listed in 3.1.1.



- At least two (2) years of proven professional experience with the EU's Cybersecurity Framework, including the Cybersecurity Act.

3.1.2 Advantageous criteria⁸:

- Proven professional experience in cybersecurity within a public institution, body, EU agency, or an international organisation.
- Proven professional experience related to AI governance and deployment in public administrations.

3.2. ASSESSMENT AT INTERVIEW/WRITTEN TEST STAGE

The following will be assessed during either the interview and/or the written test:

- Motivation for the advertised position and understanding of the responsibilities of a cybersecurity officer within an EU body;
- Ability to detect, analyse, contain, escalate and recover from cyber incidents; understanding of roles, escalation paths, communication and lessons learned;
- Ability to translate security, regulatory and organisational requirements into policies, controls, risk treatment and practical implementation plans;
- Ability to investigate complex situations, identify root causes, assess competing risks and develop practical solutions based on available information, according to incident investigation methodologies;
- Ability to manage projects and project teams, as well as lead activities during cybersecurity incidents;
- Ability to organise cybersecurity activities, follow up on remediation actions, coordinate stakeholders and ensure measures are implemented effectively;
- Strong analytical and communication skills, including the ability to analyse complex cybersecurity information, data, systems and architectures and translate findings into actionable insights to support decision-making;
- Excellent spoken and written English, with the ability to produce clear written reports and deliver effective oral briefings on cybersecurity risks and requirements to technical and non-technical stakeholders, including management.

⁸ The advantageous criteria will account for 40% of the total score attributed during the application screening stage. Each advantageous criterion may be assigned a different weighting. In the application, please indicate the key work experience(s) in relation to each of the advantageous criteria listed in 3.1.2.



4. SELECTION PROCESS

HOW TO APPLY

Please consult the Guide for Applicants on the [EIT website](#). It contains detailed instructions to help you submit your application correctly.

Only applications submitted through the EU CV Online system⁹ will be accepted.

To apply, you must register in the EU CV Online system via the link provided on the EIT website and follow all instructions concerning the various stages of the procedure. Applications shall be made in English. **Before applying, you should carefully check whether you meet all the eligibility criteria.**

It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy Internet traffic or a problem with the Internet connection could lead to your online registration being interrupted before you complete it, thereby obliging you to repeat the whole process. Once the deadline has passed, you will no longer be able to register.

No supporting documents are required at this stage – these will be required later from candidates invited to an interview (see section 5.3).

On completion of your online registration, you will receive on screen a registration number, which you must note. Once you receive this number, the registration process is finished. This will be your reference number in all matters concerning your application. Please note that if you do not receive a number, your application has not been registered.

An acknowledgement of your application will be sent to the e-mail address indicated in your application. It is your responsibility to verify that you provide the correct e-mail address.

Deadline for applications:

Wednesday, 4 November 2026, 13:00 PM (Budapest time)

⁹ The EU CV Online, managed by the European Commission, is the tool used by the EIT for recruitment purposes. Instructions of use can be found on the EIT's Guide for Applicants, on the EIT website.



5. STEPS OF THE SELECTION PROCEDURE

5.1. ADMISSION TO THE SELECTION PROCEDURE

After the deadline for online registration, the selection board will check the submitted applications against the eligibility criteria described in Section 2. Applications satisfying these conditions will then be assessed against the selection criteria described in Section 3.1.

5.2. INITIAL ASSESSMENT OF THE APPLICATIONS

The selection board will assess each eligible application according to the qualifications, training and professional experience of the candidate with respect to the profile described in Section 1.1.

5.3. INTERVIEW

Upon completion of the profiles' evaluation, typically up to 12 of the most suitable candidates - based on the highest scores in the pre-selection screening - will be invited to an interview, which will be organised in Budapest or it may take place online via video conferencing facilities. Details of the time, date and address of the interview will be communicated to the candidates in due time.

Candidates invited to an interview will be requested to submit a non-certified copy of their diploma(s) and evidence of their professional experience, clearly indicating the starting and finishing dates, the function(s) and the exact nature of the duties carried out. Prior to contract signature, the successful candidate(s) will be required to provide original versions of documents proving the eligibility criteria.

The selection board will carry out an assessment of candidates invited to an interview according to the selection criteria described in section 3.2. The assessment will be based solely on the application submitted by the candidate. The interview and the written test will be conducted in English. Any other languages indicated in the application form might be tested.

Note: native English speakers will be tested to prove their second language skills (as stipulated in 2.4 Language skills).

Candidates will also be required to sit a written test in English which may take place before or after the interview. This might take the form of a case study, multiple-choice questionnaire and/or oral presentation.

5.4. VERIFICATION OF DOCUMENTS AND SCRUTINY

The application of candidates invited to the interview will be checked against supporting documents provided, in order to confirm the accuracy and eligibility of the application. If, at any stage in the procedure, it is



established that the information in an application has been knowingly falsified, the candidate will be disqualified from the selection process.

Candidates will also be disqualified if they:

- do not meet all the eligibility criteria;
- do not provide all the required supporting documents.

5.5. RESERVE LIST

The selection board will place the most suitable eligible candidates on a draft reserve list. This draft will be submitted to the Appointing Authority of the EIT for approval. The adopted reserve list will be valid until **31 December 2027**.

Reserve lists may be extended by decision of the EIT Appointing Authority.

Prior to being offered a post, candidates on a reserve list may be required to undergo further evaluation by the EIT (e.g. including a further interview).

Inclusion on a reserve list does not imply any entitlement to employment in the EIT. Moreover, recruitment will be subject to budgetary availability. **Please also note, that in case your name is on the established reserve list of this vacancy, and in case there are other positions opening with similar functions and tasks at the EIT within the validity of this reserve list, the EIT might consider your profile for those positions.**

Prior to taking up duties, the successful candidate will be asked to undergo a compulsory medical examination which will enable the EIT to ensure that they fulfil the requirement stated in Article 28(e) of the Staff Regulations of the Officials of the European Union.

5.6. REQUESTS FOR INFORMATION

The text of this call for applications contains all the information required. If you have further questions, please contact the EIT via jobs@eit.europa.eu, clearly mentioning the reference of the vacancy notice, your registration number and the nature of your request.



6.ADDITIONAL IMPORTANT INFORMATION

6.1. EQUAL OPPORTUNITIES

The EIT applies a policy of equal opportunities and accepts applications without discrimination on any grounds.

6.2. SELECTION BOARD

A selection board will be appointed to carry out the evaluation of applications to this vacancy. **Please note that the Selection Board's internal proceedings are strictly confidential** and that any contact with its members is strictly forbidden and may lead to disqualification from the selection process.

6.3. APPROXIMATE TIMETABLE

The selection process may take a few months to be completed; further information about the status of the procedure will be published on the EIT website.

6.4. RECRUITMENT CONDITIONS / CAREER

Successful candidates may be offered a contract as a member of the Temporary Staff in accordance with the Conditions of employment of other servants of the European Communities. The EIT typically offers Temporary Agents a 5-year contract with the possibility of renewal. Any second renewal is for an indefinite period.

The place of employment will be Budapest.

6.5. CONDITIONS OF EMPLOYMENT

Successful applicants who are offered a contract of employment will, on entry into service, be placed in step 1 or 2 of grade AD7, according to the length of their professional experience. The estimated net monthly salaries for Temporary Staff at the grades mentioned above, as at 01 July 2025 in Budapest, are:

Step 1: € 4,510.17

Step 2: € 4,673.91

Depending on the individual family situation and the place of origin, staff members may in addition be entitled to:

- Expatriation or foreign residence allowance: 16 % or 4 % of the basic salary.
- Annual travel allowance: staff entitled to expatriation or foreign residence allowance are entitled to be paid each calendar year a sum equivalent to the cost of travel from the place of



employment to the place of origin for themselves and, if they are entitled to the household allowance, for their spouse and dependant(s). This is a flat-rate payment, based on an allowance per kilometre of geographical distance between the staff member's place of employment and place of recruitment or origin.

- Household allowance: 2% of basic salary + € 234.18.
- Allowance for a dependent child or person treated as such: € 511.71 per child/person.
- Pre-school allowance: € 125.01 per month, for each dependent child who is less than five years old or is not yet in regular full-time attendance at a primary school (until the child reaches the age of eight).
- Education allowance: the EIT covers schooling fees for children of EIT staff members attending or applying to international schools that have signed a cooperation agreement with the EIT. Covered under these provisions are staff member's children from the age of 5, and attending, regularly or on full time basis, or applying for primary or secondary education in an international school, after having been considered eligible by the EIT.
- Installation allowance: equivalent to two months' basic salary for staff entitled to the household allowance; and one month's basic salary for staff members who are not entitled to the household allowance. This allowance is paid upon successful completion of the probationary period.
- Reimbursement of removal costs.
- Initial temporary daily subsistence allowance: staff entitled to the household allowance: € 53.79 per day for a period of 180 days; if you are a probationer, the daily subsistence allowance is granted for the period of probation plus one month. Staff not entitled to the household allowance: € 43.38 per day for a period of 120 days. This allowance is not paid beyond the date on which staff members effectively remove their belongings to Budapest.

Other features of key benefits applicable at the EIT include:

- Annual leave entitlement of two days per calendar month plus additional days depending on grade and age. 2.5 days' home leave per annum if you are entitled to the expatriation or foreign residence allowance.
- General and applicable technical training plus professional development opportunities.
- EU Joint Sickness Insurance Scheme, accident and occupational disease insurance coverage, unemployment and invalidity allowance.
- After 10 years of service, staff members are eligible to receive pension from the European Union Pension Scheme on retirement.



6.6. INDEPENDENCE AND DECLARATIONS OF INTEREST

The jobholder will be required to enter into a commitment to act independently in the public interest and to make complete declarations of any direct or indirect interests that might be considered prejudicial to his or her independence.

6.7. APPEAL PROCEDURE

Candidates considering that their interests have been prejudiced in the selection process by a particular decision may request a review of or launch an appeal against the decision adversely affecting them. Further information about the appeal procedures can be found in the Guide for Applicants on the EIT website¹⁰.

6.8. PROTECTION OF PERSONAL DATA

As the body responsible for organising the competition, the EIT ensures that applicants' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, offices and agencies and on the free movement of such data (Official Journal of the European Union, L 295/39 of 21 November 2018). This applies in particular to the confidentiality and security of such data.

[Continue here for the application form](#)

If you have difficulties to connect to the above link, you may copy and paste the following link into your Web application.

https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces&CFID=43272198&CFTOKEN=59090936&jsessionid=f4306b041d5468642323TR&langue=EN

¹⁰ Guide for applicants: https://eit.europa.eu/sites/default/files/eit_guide_for_applicants.pdf