



**EUROPEAN
DATA PROTECTION
SUPERVISOR**

**VACANCY
NOTICE**



The EDPS is looking for a

Software Developer and Project Assistant

Vacancy notice n°	VN-19-2025-EDPS-CA-TP
Type of post/type of contract	Contract Agent (CA) (1 year renewable)
Grade/function group	FGIII
Publication under	Article 3b of the CEOS
Place of employment	Brussels (Belgium)
Deadline for applications	26/11/2025 (Brussels time GMT+1) at 12:00 midday

WHO ARE WE?

The EDPS - a young and dynamic institution

The European Data Protection Supervisor (EDPS), a young EU institution established in 2004, in Brussels, Belgium, is the independent data protection authority of the EU institutions and the advisor of the EU legislator on data protection matters. We strive to be an impartial centre of excellence in order to embed a strong data protection culture in the EU institutions and the legislation emanating from them. We also closely follow technological developments and try to anticipate their impact on the privacy of individuals. Our organisation employs about 120 staff members, most of whom are EU officials, but we also welcome Contract Agents and Seconded National Experts, working full-time or part-time.

The EDPS - a great place to work

We value a strong culture of respect, flat hierarchical structures and an open door policy to foster innovative ideas and a strong collaboration between colleagues. To ensure our staff's well-being and motivation, we believe that it is essential to create a healthy organisational climate and to strike a good work-life balance. To achieve this, we offer various flexible working arrangements, as well as learning and development opportunities, such as job-shadowing and training programmes.

WHO ARE WE LOOKING FOR?

Someone who:

- fits in an informal and friendly yet professional working environment;
- appreciates working collaboratively with other colleagues on a variety of different projects;
- brings their creativity and initiative to the table;
- engages constructively with stakeholders, based on our core values: integrity, impartiality, transparency and pragmatism.

ABOUT THE POSITION

Our job vacancy is in the Digital Transformation Sector together with the independent security functions (Local Security Officer, Local Information Security Officer, Local Cybersecurity Officer) of the **Technology and Privacy Unit**.

The Technology and Privacy Unit of the EDPS provides expertise at the intersection of policy and information technology by generating in-depth knowledge about the impact of technology on privacy and data protection, including the forecast of future trends. The unit is in charge to monitor relevant developments, insofar as they have an impact on the protection of personal data, in particular the development of information and communication technologies. The unit also serves as technological advisor and contributor for other units and sectors in the EDPS.

The unit also leads the technical audits of IT systems carrying out data processing operations and in particular the Large-Scale IT systems of EU Institutions (EUIs), such as SIS II, Eurodac, VIS, etc. These audits follow the requirements of specific legal instruments and international standards and controls. The unit handles the notification of personal data breaches from the other Union institutions, bodies, offices and agencies (EUIs).

Furthermore, the unit is in charge of the management of the IT infrastructure and tools necessary to support the EDPS tasks, also by liaising with the IT services of the European Parliament, which provides the basic network, workstation and back-office facilities.

Your main responsibilities will include:

As Software Developer:

- Document system architectures, technical specifications, and development guidelines for future maintenance and scalability.
- Carry out full stack software development, covering both backend and frontend solutions.
 - Design, develop, and maintain scalable backend services, in particular using Node.js and related frameworks. Build user-friendly, interactive and responsive user interfaces, in particular using the Vue.js framework.
 - Manage and optimize databases, ensuring data integrity and performance, in particular across Oracle and MongoDB environments.
- Implement DevOps practices, including containerization and deployment of services, in particular with Docker and Kubernetes.
 - Develop and maintain CI/CD pipelines to automate testing, integration, and delivery of software.
- Monitor, troubleshoot, and optimize deployed services to ensure high availability and reliability.

As Project Assistant:

- Assist in the management of IT project lifecycles from planning and requirement gathering to deployment and evaluation, applying methodologies such as PM2, PRINCE2, or similar frameworks.
- Ensure that projects are delivered on time, within scope, and with high-quality technical outcomes.
- Oversee daily IT project operations, ensuring alignment with strategic objectives and efficient resource allocation.
- Contribute to continuous improvement initiatives by gathering lessons learned from past projects and incorporating them into future workflows.
- Assist in the coordination and management of contracts, procurement activities, and Service Level Agreements (SLAs) with external IT service providers or other EU institutions, ensuring delivery against agreed KPIs.
- Actively collaborate with teams from other EU institutions, managing dependencies and ensuring smooth cross-organizational project execution.
- Assist in the development, maintenance of IT strategy, policies, and procedures to support operational needs and long-term sustainability.
- You may also be required to carry out additional tasks when necessary and in the interest of the service.

OUR ELIGIBILITY AND SELECTION CRITERIA

Eligibility criteria

For your application to be considered, you must meet the following criteria by the deadline for submitting applications:

- 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.
- Candidates for this Contract Agent position must have passed the EPSO Permanent CAST (at the latest by the end of the recruitment process) and therefore shall create a corresponding EPSO profile already with their application.

Selection criteria

For this job vacancy, we are looking for someone with the following essential and advantageous skills and experience:

Essential

- At least 5 years of relevant experience in Software Development and IT Project Management combined.
- Strong hands-on expertise in full stack software development, including advanced programming in Node.js for backend and Vue.js for frontend (or other JavaScript-typescript frontend framework such REACT or Angular).
- Solid knowledge and practical experience in database management (such as Oracle and MongoDB).
- Proven DevOps experience, including CI/CD pipelines, Docker containerization, and Kubernetes orchestration.
- Experience with IT project management methodologies (PM2, PRINCE2, PMBOK) and the ability to apply them in large-scale projects.
- Demonstrated ability to work with cross-institutional teams and external stakeholders.

- Resilience to work in multiple projects under deadlines, with flexibility to work across diverse IT tasks.
- Strong analytical, communication, and structured writing skills, with the ability to present technical content to both technical and non-technical audiences.
- Ability to work independently as well as collaboratively in a team environment.
- Fluency in English (at least C1). Knowledge of another EU language is an asset.
- Security clearance or willingness to obtain one.

Advantageous

- A university degree in a STEM field, preferably in Software Engineering, Computer Science, or Information Technology.
- Experience with cloud-native development and hybrid deployments.
- Knowledge of microservices architectures and API design.
- Good understanding of the structure and functioning of the European Union and experience working with EU institutions or international organizations.
- Additional training or certification in Agile methodologies (Scrum, SAFe, etc.).
- Knowledge of EUDPR.

HOW TO APPLY?

Interested in this position? Please apply via the following link by: https://ec.europa.eu/eusurvey/runner/Application_form_VN-19-2025-EDPS-TP-CA-Software_Developer_and_Project_Assistant

You will have to **complete the online application form and upload the following documents**:

- Cover letter detailing why you are suitable for this role (PDF format of maximum size of 1MB);
- CV (preferably in Europass format);
- Optional: Other supporting documents, such as references, certificates, which must be merged into one single PDF document of a maximum size of 1MB.

Do not hesitate to contact edps-selections@edps.europa.eu in case you have any questions.

OUR SELECTION PROCEDURE

All eligible applications will be scrutinised by a selection panel. Candidates whose applications best match the selection criteria will be invited for an interview during which the selection panel will assess each candidate's performance. In addition, a second interview or written tests may be carried out. At the EDPS we aim for all selection panels to have a gender-balanced composition.

OTHER IMPORTANT INFORMATION

Equal opportunities

The EDPS is committed to promoting diversity, inclusion, and giving everyone equal opportunities to succeed.

As such, the EDPS welcomes all applications without discrimination on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of national minority, property, disability, age, gender identity or sexual orientation.

If you require any special arrangements (due to a disability) to take part in this selection procedure, please indicate this on your application.

Data protection

A data protection notice detailing how the EDPS processes candidates' personal data in the context of recruitment can be found [here](#).

Join us in shaping a safer digital future!