

Directorate-General for Communications Networks, Content and Technology

Publication of a vacancy for the function of Lead Scientific Adviser

(Temporary Agent – grade AD13)

(Article 2(b) of the Conditions of Employment of Other Servants (CEOS) of the European Union)

COM/2024/10456

We are

The European Commission is organising an external selection procedure for a temporary agent to fill the post of Lead Scientific Adviser for AI in the Directorate-General for Communications Networks, Content and Technology (DG CONNECT).

DG CONNECT supports the digital transformation of our economy and society and conceives and implements the policies required to foster the internal market and make Europe fit for the Digital age and technological autonomy. Active cross-cutting collaboration within the DG and across the Commission is promoted. The implementation of the DG's activities is based on a two-way cooperation with all interested parties (e.g. business, academia, public organisations, citizens). The DG's policy on middle managers respects diversity, supports career development and encourages mobility. Middle managers are called upon to be multi-skilled, open-minded and collaborative.

Within DG CONNECT, the European AI Office is a newly established entity at the forefront of shaping AI policy in the EU. It is responsible for strengthening the development and use of AI in a way that supports Europe's competitiveness and benefits society. This entails promoting cutting-edge advancements in AI technology as well as implementing the EU AI Act effectively. The AI Act, a landmark legislation that establishes a global benchmark for AI regulation, introduces rules on high-risk AI systems as well as on prohibited practices, and outlines rules on General-Purpose AI models. It has entrusted the AI Office to support the work of national competent authorities on high risk and prohibited practices, and to directly supervise the enforcement of the rules on General-Purpose AI models. In this respect, the AI Office will work with stakeholders to facilitate risk assessment, risk mitigation and compliance. It has the power to conduct evaluations of General-Purpose AI models and will develop tools, methodologies, and benchmarks for evaluation. It can also request information from model providers. The AI Office will ensure the appropriate governance of the Act by working in close collaboration with the AI Board of Member States, the Scientific Panel of AI scientists and the Advisory Forum of stakeholders. To support the accelerated development, rollout, and use of trustworthy AI systems, the AI Office is also responsible for the design and implementation of research and innovation policies in AI. It works with the startup community, universities, industry players and other relevant private and public actors. The AI Office is also tasked with contributing to the strategic approach to international initiatives in AI, including in innovation and excellence policy, with third countries and international organisations, and for the cooperation with Member States in this field. It will support other Commission services in facilitating the use of AI as a transformative technology in the relevant domains of Union policy.

We propose

A challenging position of Lead Scientific Adviser for AI to work closely with DG CONNECT's Middle and Senior management and attached to the Director of the AI Office. They will advise on issues relating to the implementation of rules on General-Purpose AI and to related scientific approaches.

The Lead Scientific Adviser for AI should ensure an advanced level of scientific understanding on General-Purpose AI. They will lead the scientific approach on General-Purpose AI on all aspects of the work of the AI Office, ensuring scientific rigor and integrity of AI initiatives. They will particularly focus on the testing and evaluation of General-Purpose AI models, in close collaboration with the 'Safety Unit' of the AI Office. This includes developing approaches to risk assessment, developing metrics and benchmarks for evaluating AI models' capabilities and risks, implementing evaluation protocols and validation processes, and overall establishing best practices for assessing the level of risk associated with General-Purpose AI models. They will contribute to developing best practices and protocols for risk mitigations, including cyber security standards. They will advise on the assessment of specific frontier GPAI models in the context of the AI Act's enforcement. They will interact with the AI scientists in the upcoming Scientific Panel and with the relevant actors in the area (industry, civil society organisations, academics and, where relevant, international bodies). The Lead Scientific Adviser will also contribute to the shaping and advancing of policies aimed at furthering excellence and innovation in AI in Europe, by offering technical guidance, providing expert advice on policy approaches and emerging trends, working closely with the teams of the AI Office, promoting a culture of innovation, and supporting the work of technology specialists.

We look for (selection criteria)

Candidates should have:

Personal Qualities

- Excellent presentation and communication skills to interact with stakeholders and institutions at all levels
- Very good interpersonal skills
- Ability to write clear and concise reports and papers

Specialist skills and experience

- Strong publication record in the field of AI
- Deep technical knowledge of the field of AI, with demonstrated expertise in AI subfields, such as natural language processing, computer vision, machine learning algorithms, and neural networks
- Excellent scientific background
- Proven academic and/or industrial experience in AI: PhD or equivalent and at least 10 years of experience in AI or related
- Proven experience in cooperating with and steering teams of AI experts (minimum 5 years would be an asset)
- Demonstrated ability to mentor and develop junior researchers and AI experts
- Knowledge and understanding of ethical and regulatory considerations regarding AI.

Advisory skills

- Ability to work collaboratively in a multidisciplinary environment
- Capacity to work smoothly and effectively across organisational boundaries
- Ability to address and solve complex files in a challenging context
- Ability to provide timely strategic advice on scientific issues related to AI
- Ability to build and maintain constructive and effective knowledge networks within the Commission but also with the external stakeholders
- Familiarity with AI implementation in various industries and sectors

The following elements will be considered as strong advantages:

- Experience in risk assessment or AI evaluations
- Experience in AI safety, AI security, or other risk mitigations
- Experience in cybersecurity
- Experience with large-scale, frontier AI development, in industry or in academia

Candidates must (eligibility requirements)

Candidates must satisfy the requirements set out in Article 12 of the Conditions of Employment of Other Servants of the European Union CEOS¹.

Candidates will only be considered for the selection phase on the basis of the following formal requirements to be fulfilled **by the deadline for applications**:

- Nationality: candidates must be a citizen of one of the Member States of the European Union.
- University degree or diploma: candidates must have:
 - either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is 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 1 year when the normal period of university education is at least 3 years (this one year's professional experience cannot be included in the postgraduate professional experience required below).

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities of one of these Member States shall be taken into consideration.

- Professional experience: On the closing date for the submission of applications set by this notice, candidates need to show, in addition to the qualifications required above, a professional experience of at least 15 years, gained after obtaining the diploma required for admission to the selection procedure.²

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140501>

² Professional experience is only taken into consideration if it represents an actual work relationship defined as real, genuine work, on a paid basis and as employee (any type of contract) or provider of a service. Professional activities pursued part-time shall be calculated pro rata, on the basis of the certified percentage of full-time hours worked. Maternity leave / parental leave / leave for adoption is taken into consideration if it is in the framework of a work contract. PhDs are assimilated to professional experience, even when unpaid, but for a duration of three years maximum, provided that the PhD has been successfully completed. A given period may be counted only once.

- Languages: Under point (e) of Article 12(2) of the Conditions of Employment of Other Servants candidates must have a thorough knowledge of one of the EU languages³ and a satisfactory knowledge of another of the EU languages.
- The candidate should have excellent oral and written communication skills in order to communicate efficiently and fluently with internal and external stakeholders.
- Age limit: candidates must not have reached regular retirement age, which for officials of the European Union is defined as being the end of the month in which the person reaches the age of 66 years (see Article 52 lit (a) of the Staff Regulations)⁴.

Selection process

The selection will be conducted according to the European Commission's selection procedures (Commission Decision of 16.12.2013 on policies for the engagement and use of temporary agents (C(2013) 9049 final)⁵.

There will be two separate, successive stages of the procedure:

1. Preselection

As part of this selection procedure, the European Commission sets up a pre-selection panel.

The pre-selection panel is composed in accordance with the Commission Decision of 16 December 2013 (C(2013) 9049) on policies for the engagement and use of temporary agents.

This panel analyses all applications, proceeds with a first eligibility verification and identifies candidates having the best profile in view of the selection criteria mentioned above, and who may be invited for an interview with the pre-selection panel.

To this effect, candidates are required to provide the following documents at the time of their application:

- a) a Curriculum Vitae (CV);**
- b) a motivation letter.**

In order to enable the pre-selection panel to decide on the admission of the applications, candidates are requested to clearly indicate in the CV:

- for the studies: the start and end date, the normal length of the complete cycle and the exact title of the diploma obtained;
- for the professional experiences: the start and end date of each experience and exact nature of the functions.

2. Selection

³ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01958R0001-20130701&qid=1408533709461&from=EN>

⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

⁵ <https://commission.europa.eu/system/files/2018-07/commission-decision-temporary-agents-c-2013-9049-en.pdf>

Following the interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for a further final interview with the Director-General and the Rapporteur appointed for the selection procedure in order to be assessed and compared objectively and impartially on the basis of their qualifications, professional experience and knowledge of languages, as set out in this notice. The Rapporteur ensures transparency and due process throughout the procedure.

Supporting documents

Before the final interview, the pre-selected candidates must provide the following official supporting documents confirming the information stated in their CV and motivation letter.

- Copy of a document proving citizenship (identity card or passport);
- Copy of the diploma(s) or certificate(s) of the required level of education;
- Employment certificates proving the length of professional experience.

These documents must clearly show the start and end date and continuity of each of the periods of professional experience to be counted for this selection procedure. For this purpose, candidates should ideally produce employment certificates from their former employers and current employer. Where that is not possible, copies of the following documents, for example, will be accepted: employment contracts, accompanied by the first and last pay slips and the final monthly pay slip for each intermediate year in the case of a contract of more than one year, official letters or acts of appointment, accompanied by the final salary slip, employment records, tax declarations.

Candidates invited to the final interview will be required to make a declaration of commitment to act independently in the public interest and to declare any interests, which might be considered prejudicial to their independence.

Appointment

The selected candidate must have fulfilled any obligations imposed by law concerning military service, produce appropriate character references as to their suitability for the performance of their duties and be physically fit to perform their duties.

The selected candidate should hold, or be in the position to obtain, a valid security clearance certificate from their national security authority. A personal security clearance is an administrative decision following completion of a security screening conducted by the individual's competent national security authority in accordance with applicable national security laws and regulations and certifying that an individual may be allowed to access classified information up to a specified level. (Note that the necessary procedure for obtaining a security clearance can be initiated on request of the employer only, and not by the individual candidate).

Until the personal security clearance has been granted by the Member State concerned and the clearance procedure completed with the legally required briefing from the European Commission's Security Directorate, the candidate will not be able to access EU Classified Information (EUCI) at the level of CONFIDENTIEL UE/EU CONFIDENTIAL or above, nor attend any meetings at which such EUCI is discussed.

Equal opportunities

In accordance with Article 1d of the Staff Regulations, the European Commission pursues a strategic objective of achieving gender equality at all management levels and applies an equal

opportunities policy encouraging applications that could contribute towards more diversity, gender equality and overall geographical balance.

Conditions of employment

The successful candidates may be offered a temporary contract under Article 2(b) of the Conditions of Employment of Other Servants (CEOS) of the European Union in accordance with the Commission Decision C(2013)9049 final of 16 December 2013 on policies for the engagement and use of temporary agents⁶.

The duration of the initial contract will be four years, with the possibility of renewal for a maximum of two years.

The maximum duration of the contract will also take account of the relevant provisions in the Commission Decision C(2013)9049 final of 16 December 2013 on the maximum duration of recourse to non-permanent staff (seven years over a twelve-year period).

PLACE OF EMPLOYEMENT: Brussels, Belgium.

LEVEL: AD13

Independence and declaration of interests

Before taking up their duties, the selected candidate will be required to make a declaration of commitment to act independently in the public interest and to declare any interests, which might be considered prejudicial to their independence.

Important information for candidates

Candidates are reminded that the work of the selection panels is confidential. It is forbidden for candidates to make direct or indirect contact with their individual members or for anybody to do so on their behalf. Any query has to be addressed to the secretariat of the respective panel.

Protection of personal data

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council⁷. This applies in particular to the confidentiality and security of such data.

Application procedure

Before submitting your application, you should carefully check whether you meet all eligibility requirements ('Candidates must'), particularly concerning the types of diploma, professional experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

If you want to apply, you must register via the Internet on the following website and follow the instructions concerning the various stages of the procedure:

⁶ <https://commission.europa.eu/system/files/2018-07/commission-decision-temporary-agents-c-2013-9049-en.pdf>

⁷ 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, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).

<https://europa.eu/!NCKMBd>

You must have a valid e-mail address. This will be used to confirm your registration as well as to remain in contact with you during the different stages of the procedure. Therefore, please keep the European Commission informed about any change in your e-mail address.

To complete your application, you need to upload a CV in PDF format, preferably using the Europass CV format⁸, and to fill out, online, a letter of motivation (maximum 8 000 characters). Your CV and your letter of motivation may be submitted in any of the official languages of the European Union.

It is in your interest to ensure that your application is accurate, thorough and truthful.

Once you have finished your online registration, you will receive an electronic mail confirming that your application has been registered. **If you do not receive a confirmation mail, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application on-line. You will be contacted directly by the European Commission regarding the status of your application.

Applications sent by e-mail will not be accepted. If you require more information and/or encounter technical problems, please send an e-mail to: HR-MANAGEMENT-ONLINE@ec.europa.eu

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 fault with your internet connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will no longer be able to introduce any data. Late registrations will not be accepted.

Closing date

The closing date for registration is **13/12/2024, 12.00 noon Brussels time**, following which registration is no longer possible.

⁸ You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>