

Directorate-General for Energy

Publication of a vacancy for the function of Deputy Director-General responsible for the Coordination of Euratom Policies (Grade AD 15)

(Article 29(2) of the Staff Regulations)

COM/2025/10473

We are

The mission of Directorate-General for Energy (DG ENER) is to ensure access to affordable, secure, reliable and clean energy for all European citizens and businesses; to promote the efficient production and use of energy; and to drive the process of becoming the first climate-neutral continent, by 2050, while contributing to Europe's sustainable growth and job creation.

DG ENER sets out policies to develop an innovative, resilient and integrated energy system, which delivers a continuous supply of affordable, secure, reliable and clean energy to its citizens and businesses in line with the Green Deal, as bolstered by the Clean Industrial Deal, and with REPowerEU.

The Directorate-General for Energy strives to complete a robust Energy Union by setting out a simpler, more effective, future-proof governance, removing barriers for the energy transition and stimulating energy solutions which will drive the shift to climate neutrality and enable the affordability of energy, whilst promoting Europe's sustainable growth and job creation. The transition will promote and build on consumer participation and market-driven investments in energy efficiency and renewable energy technologies to boost the EU's global leadership, while reducing the energy dependency and import bills.

DG ENER's organisational structure comprises three Deputy Director-General (DDG) positions.

The Deputy Director-General responsible for the coordination of Euratom policies coordinates and steers two Directorates working on 'Nuclear Energy, Safety and ITER' (ENER.D) and 'Euratom Safeguards' (ENER.E) and operating from Luxembourg. The DDG is also entrusted with tight policy coordination with the Euratom Supply Agency for all matters relating to security of supply in the nuclear field.

We propose

Under supervision of the Director-General (DG), the successful candidate will:

- assist the DG in managing the Directorate-General, including direct co-ordination of Directorates D and E and contributing to DG ENER's work programme;
- advise the DG on EU nuclear energy strategy, focusing on safety, the Energy Union Strategy and the European Energy Security Strategy;
- develop a strategic approach to the early deployment of emerging nuclear technologies in Europe (e.g. Small Modular Reactors);
- ensure co-ordination, implementation and operation of current Euratom Safeguards system as per revised Regulation (2025/974);

- ensure policy supervision of nuclear decommissioning programmes in Bulgaria, Slovakia and Lithuania;
- liaise with other Commission services on nuclear and radiation protection issues and supervise DG ENER's contribution to inter-services consultations;
- ensure appropriate contacts and coordination with the Euratom Supply Agency;
- contribute to coordination of international relations between Euratom Community, third countries and international organisations (e. IAEA, OECD), namely by negotiating and ensuring implementation of international agreements;
- contribute to develop a nuclear fusion energy strategy, including through the ITER project, by ensuring effective Euratom Community representation in the governance of the project at international and European level;
- ensure implementation of the Strategic Agenda for Medical Ionising Radiation Applications Action Plan – SAMIRA, particularly concerning the security of medical radioisotopes supply in the EU;
- coordinate security arrangements (in close collaboration with DG HR) of the nuclear activities and laboratories in Luxembourg;
- represent DG ENER in external relations and international activities in the field of nuclear energy, including negotiations with Member States (MS) and third countries;
- replace/represent Commissioner/DG in external and internal events or in meetings with other European Institutions and MS.

We look for (selection criteria)

Candidates should have:

Personal qualities

- Very good analytical skills and the ability to solve organisational and operational problems.
- Experience in representing an organisation at high level both internally and externally, combined with excellent communication and negotiating skills to effectively engage and maintain high-level contacts within the Commission, with other EU and international institutions, Member States, and other relevant stakeholders.
- Integrity, adaptability, and resilience under pressure, together with a strong commitment to the values of public service and to the achievement of the organisational objectives.

Specialist skills and experience

- Very good knowledge and understanding of the Commission's policies and priorities.
- Very good understanding and knowledge of the European energy policy, in particular in the area of EU nuclear energy policy under the Euratom Treaty.
- Very good understanding of the legal powers assigned to the European Commission under the Euratom Treaty, e.g. for the Euratom Safeguards.

- Very good understanding of the international and European safety architecture.

Management skills

- Proven capacity and strong track record in effective planning and management of human, budgetary and financial resources at high management level.
- Very good political judgement and understanding of a complex political environment, ability to develop an integrated vision on energy policy, in particular in the nuclear field and having a clear strategic vision of the activities of the Directorate-General.
- Proven senior management experience and strong leadership skills, having the ability to lead, inspire and motivate large teams in a Directorate-General staffed with highly skilled and diverse professionals.

Candidates must (eligibility requirements)

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 may be taken into consideration.

- **Professional experience**: candidates must have at least 15 years postgraduate professional experience ¹ at a level to which the qualifications referred to above give admission.
- **Management experience**: at least 5 years of the post-graduate professional experience must have been gained in a high-level management function ².
- **Languages**: candidates must have a thorough knowledge of one of the official languages of the European Union³ and a satisfactory knowledge of another of these official languages. Selection panels will verify during the interview(s) whether candidates comply with the requirement of a

¹ 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.

² In their curriculum vitae, candidates should clearly indicate for all years during which management experience has been acquired: (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; (4) numbers of hierarchical layers above and below; and (5) number of peers.

³ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01958R0001-20130701&qid=1408533709461&from=ENhttps://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701>

satisfactory knowledge of another official EU language. This may include (part of) the interview being conducted in this other language.

- 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 and appointment

The selection and appointment will be conducted according to the European Commission's selection and recruitment procedures (see: Document on Senior Officials Policy ⁵).

As part of this selection procedure, the European Commission sets up a pre-selection panel. 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. Candidates may be requested to provide documents supporting the information provided in their application at any moment of the procedure. Failure to provide those documents within the deadline set in the request may lead to the exclusion from the selection.

Following these interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for further interviews with the European Commission's Consultative Committee on Appointments (CCA). The CCA, taking into consideration the conclusions of the pre-selection panel, will decide on the candidates to be invited for an interview.

Candidates who are called for an interview with the CCA participate in a full-day management assessment centre run by external recruitment consultants. Taking account of the results of the interview and the report of the assessment centre, the CCA establishes a shortlist of candidates it considers suitable for the function.

Candidates on the CCA shortlist will be interviewed by the relevant Member(s) of the Commission.

Following these interviews, the European Commission takes the appointment decision.

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 his/her 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.

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

⁵ https://commission.europa.eu/publications/documents-senior-management-selection-procedures_en (only exists in English)

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 salaries and conditions of employment are laid down in the Staff Regulations.

The selected candidate will be recruited as an official at grade AD15. He / she will be classified depending on the length of his / her previous professional experience in step 1 or step 2 within that grade.

The selected candidate should note the requirement under the Staff Regulations for all new staff to complete successfully a nine-month probationary period.

The place of employment is Luxembourg.

Independence and declaration of interests

Candidates 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 Council ⁶. 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, high-level

⁶ 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).

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:

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

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 format⁷, 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 **17/12/2025, 12.00 noon Brussels time**, following which registration is no longer possible.

⁷ You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>