INTERNAL VACANCY NOTICE – Information Technology Officer – Solution Architect (AD5)
Ref. eu-LISA/25/TA/AD5/8.2

Sector and Unit	Solutions and Architecture Design Sector / Technology and Software Engineering Unit
Grade bracket	AD5-AD7 (Temporary Staff)
Place of Employment	Strasbourg (France)
Working model	Hybrid working arrangements – Permanent relocation required
Level of Security Clearance	SECRET UE/EU SECRET
Deadline for Application	13 June 2025[1] 12:59 pm Tallinn time/ 11:59 am Strasbourg time
Validity of the Reserve List	31 December 2028

About the unit

The Technology and Software Engineering Unit (TSU) is responsible for overseeing the successful technical implementation of all core IT business systems and solutions managed by eu-LISA. TSU contributes to the technical delivery of large-scale IT development projects by providing subject matter expertise and hands-on capabilities in the following engineering domains: system and solution architecture, software development and design, DevOps, testing and quality assurance.

To that end, TSU provides a detailed framework, guidance as well as hands-on expertise on building large-scale IT systems and solutions, while also ensuring the software quality of those systems. To ensure that all new systems and releases are fit for purpose and in compliance with relevant quality expectations, TSU oversees comprehensive testing for software solutions and integrating services for all IT systems delivered for the EU's Justice and Home Affairs (JHA) community.

The unit comprises the Solutions and Architecture Design Sector (ARCS), the Software Development Sector (SODS), the Continuous Software Delivery Sector (CSDS) and the Solutions Quality Assurance Sector (SQAS).

The Solutions and Architecture Design Sector (ARCS) is responsible for the design and controlled evolution of all JHA information systems entrusted to eu-LISA, as well as establishing the logical and physical relationships between their components. To that end, ARCS ensures a detailed framework and guidance on building the IT systems entrusted to eu-LISA. This is done by establishing a series of principles, guidelines or rules to direct the process of acquiring, building, modifying and interfacing IT resources throughout the Agency. The tasks performed require taking responsibility for the design of all systems and the logical and physical interrelationships between their components.

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About the job

eu-LISA aims to establish a reserve list from which to source the best talent. Working under the supervision of the Head of the Solutions and Architecture Design Sector and reporting to the Head of the Technology and Software Engineering Unit, you will support eu-LISA's mandate and ensure that the Agency achieves its objectives, enhances its reputation, and answers stakeholders' needs.

In this role, you will be responsible for creating robust architectures, defining and shaping the technical foundation of the project, ensuring the system is scalable, secure, and well-structured. You will implement secure, scalable architectures, oversee system integration, and establish architectural standards.

The applicable technical context is the following, but not limited to: PC Server architecture, Linux and Windows, IP based networking, shared storage, microservices architecture, containerisation (Docker, Kubernetes, Red Hat OpenShift), Java language, REST, GRPC, JSON, PostgreSQL, Kafka, CI/CD pipeline and others.

In order to share your design with peers, you will be asked to comply with, but not limited to, the following standards where certifications are a plus: TOGAF, Archimates, BPMN, BABOK, and others.

Your tasks will include a wide range of responsibilities that extend beyond the following list:

- Analyse technical and business requirements with a view of their implementation in the designs;
- Design large-scale, complex IT systems spanning from HW layer to Application and their integration layers, ensuring alignment with enterprise architecture principles and organisational goals;
- Incorporate hybrid cloud solutions into system designs, enabling seamless integration between on-premise infrastructure and public cloud platforms to support scalability, flexibility, and cost efficiency;
- Ensure security, scalability and robustness in system architectures and incorporation of security by design;
- Design high-level system and application architectures integrating microservices and other synchronous and asynchronous relevant patterns for business-critical solutions;
- Design Java distributed systems, event-driven architectures and messaging systems, aligned with business objectives and technical requirements;
- Establish architectural standards, policies and guidelines for the design, deployment and operation of IT systems ensuring compliance with internal and external regulatory obligations and best practices;
- Identify and further assess technology and architecture innovation;
- Maintain effective communication with internal and external stakeholders, ensuring alignment of IT architecture with business goals and operational needs balancing diverging needs for the benefit of the general design;
- Ensure all systems and architectures comply with relevant regulatory standards and industry best practices adapting to changes in legislation.

Eligibility criteria

To be eligible for recruitment and selection, you need to meet the following formal criteria, which need to be fulfilled by the deadline for applications:

General conditions

- You produce the appropriate character requirements for the duties involved;
- You are engaged within eu-LISA as Temporary Staff 2(f) in function group AD, grade 5-7, on the closing date for applications and on the day of filling the post.

Selection criteria

The suitability of candidates will be assessed against the following criteria during different stages of the selection procedure:

Professional experience and knowledge

1. Solid professional experience similar to the duties outlined in the section "About the Job" in the specified technical context;

Education

2. University degree related to the duties mentioned under Section "About the Job";

Personal competencies

3. Ability to act upon eu-LISA's values and guiding principles (We get the job done - We take ownership - We are all role models - We act together as one);
4. Ability to work effectively and independently in a fast-paced environment and manage multiple priorities;
5. Ability to work with cross-functional teams and collaborate effectively;
6. Ability to analyse and resolve complex technical challenges;

Language

7. Strong communication skills in English at least at level C1[2];

Advantageous

8. Professional experience in a multicultural environment;
9. Open Group Certified, Master Certified and Distinguished Architect levels (or equivalent).

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[2] Cf. Language levels of the Common European Framework of reference: http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr

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Application process and next steps

Ready to join us in building a safer Europe? Apply now!

Before submitting your application, you should carefully check whether you meet all eligibility requirements.

Please complete your application form via the e-recruitment platform here. Due to the fact that this is an internal selection, one must select 'Internal' next to the 'Selection procedure type' field and click 'Search' here.

eu-LISA does not accept applications submitted by any other means (e.g., e-mail or post), or any spontaneous applications. Your application should contain personal details, educational background, professional experience, language proficiency, motivation letter, and responses to pre-screening questions if applicable. Candidates are requested to support their application with adequate, concise examples of their work experience and qualification, especially if not directly addressed in the duties listed in the application under professional experience.

Please note that if at any stage of the selection procedure it is established that any of the requested information provided by a candidate is false, they will be disqualified.

If a candidate reaches the reserve list stage, they will be requested to supply documentary evidence in support of the statements that they made for this application.

If you encounter any difficulties during the application process or have any further questions, please do not hesitate to reach out to the Talent Acquisition Service. Feel free to send an email to eulisa-RECRUITMENT@eulisa.europa.eu.

Join our diverse team, where you will have the opportunity to grow both professionally and personally while enjoying the journey.

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Selection procedure

The selection procedure includes the following steps:

- A Selection Committee, designated by the Appointing Authority, is established for the selection procedure;

- Each application is checked to verify whether the candidate meets the eligibility criteria;

- All eligible applications are evaluated by the Selection Committee based on a combination of certain selection criteria defined in the Vacancy Notice;

- The quality of the information provided by the candidate in their application is of utmost importance. Candidates are requested to support their application with adequate, concise examples of their work experience (including traineeships, voluntary work etc), and qualification, especially if not directly addressed in the duties listed in the application under professional experience. Certain selection criteria may be assessed jointly and some criteria may be assessed in two or more stages of the selection procedure;

- Once the list of the most qualified candidates is determined, a preliminary assessment may take place (e.g., a pre-recorded video interview and/or a remote written test)[3] prior to the shortlist phase;

- In the shortlist phase[4] consisting of a shortlist interview which may be complemented by a written test, the Selection Committee scores the candidates in accordance with the selection criteria. Candidates may also be required to prepare a presentation on a topic to be presented during the shortlist phase, which would be evaluated as part of the shortlist interview;

- In order to be included in the reserve list, candidates must receive at least 60% of the maximum scores in the shortlist phase;

- Interviews and written tests are predominantly conducted in English[5];

- After the shortlist phase, the Selection Committee establishes a non-ranked list of the most qualified candidates to be included in a reserve list and proposes it to the Appointing Authority;

- The Appointing Authority may choose from the reserve list a candidate for the post;

- Candidates included in the reserve list may be engaged for the same or similar post depending on eu-LISA's needs and budgetary situation;

- All shortlisted candidates will be informed whether or not they have been included in the reserve list. Candidates should note that inclusion in a reserve list does not guarantee engagement.

Please note that the Selection Committee's work and deliberations are strictly confidential. Any contact with its members is strictly prohibited.

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[3] The Selection Committee has the discretion to choose between remote and on-site interviews/tests as deemed appropriate. For remote interviews, the Selection Committee reserves the right to conduct the interview using an online video interviewing tool for synchronous and/or asynchronous (e.g., recorded) interviews.

[4] Same applies as per previous footnote.

[5] As English is eu-LISA's working language, the selection procedure will be predominantly conducted in English, except when English is the mother tongue of a candidate or when the mother tongue of the candidate is not an official language of the European Union. In these cases, some of the interview and/or written test questions may be asked in the language indicated as their 2nd EU language.

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English is eu-LISA's working language. Any communication related to the selection procedure will be conducted in English.

Assignment and conditions of employment

The selected candidate will be assigned by the Authority Authorised to Conclude Contracts of employment from the final list of suitable candidates. Once the candidate receives an assignment offer, they may be required to accept the offer within a short timeframe and be available to start the contract as agreed with their line manager.

The successful candidate will be assigned to the new post according to the assignment decision without an impact on their current contract (with an amendment to the employment contract).

All selected candidates will be required to have, or be in a position to obtain, a valid Personnel Security Clearance Certificate (SECRET UE/EU SECRET) depending on the specific job profile and the need-to-know requirements. Failure to obtain the required security clearance certificate from the candidate's National Security Authority, either during or after the expiration of the probationary period, will give eu-LISA the right to terminate any applicable employment contract where the security clearance is a requirement.

Protection of personal data

eu-LISA ensures that candidates' personal data is processed in accordance with Regulation (EU) No 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[6].

The legal basis for the selection procedure of Temporary Staff (TA 2(f)) are defined in the Conditions of Employment of Other Servants of the European Communities[7].

The purpose of processing personal data is to enable selection procedures.

The selection procedure is conducted under the responsibility of eu-LISA's Human Resources Unit ('HRU'). The controller, in practice, for personal data protection purposes is the Head of the Human Resources Unit.

The information provided by the candidates will be accessible for a limited number of authorised HRU personnel, to the Selection Committee, and, if necessary, to the Executive Director, Security and/or the Legal personnel of eu-LISA.

Almost all fields in the Application Form are mandatory; the answers provided by the candidates in the fields marked as optional will not be taken into account to assess their merits.

Processing begins on the date of receipt of the application. eu-LISA's data storage policy is as follows:

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[6] Regulation (EU) No 2018/1725 of the European Parliament and of the Council of 23 October 2018, OJ L 295, 21.11.2018, p. 39.
[7] CEOS, in particular the provisions governing conditions of engagement in Title II.

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— for applications received but not selected: the paper dossiers are filed and stored in archives for two (2) years after which time they are destroyed;

— for candidates included in a reserve list but not recruited: data is kept for the period of validity of the reserve list + one (1) year after which time it is destroyed;

— for recruited candidates: data is kept for a period of ten (10) years as of the termination of employment or as of the last pension payment after which time it is destroyed.

All candidates may exercise their right of access to and rectification or erasure of their personal data or restriction of processing.

In the case of identification data, candidates can rectify the data at any time during the procedure. In the case of data related to the admissibility criteria, the right of rectification cannot be exercised after the closing date of applications.

Any substantiated query concerning the processing of the candidate's personal data should be addressed to the eu-LISA's HRU (eulisa-RECRUITMENT@eulisa.europa.eu).

Candidates may have recourse at any time to eu-LISA's Data Protection Officer (dpo@eulisa.europa.eu) and/or the European Data Protection Supervisor (edps@edps.europa.eu).

Appeal procedure

If a candidate considers that they have been adversely affected by a particular decision, they can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union and Conditions of employment of other servants of the European Union, to the following address:

eu-LISA

(European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice)

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The complaint must be lodged within three (3) months. The time limit for initiating this type of procedure starts from the time the candidate is notified of the act adversely affecting them.

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