

NON-RESTRICTED / CONTRACT TYPE: NON-RESTRICTED TEMPORARY AGENT

Senior Specialist – Application Engineering & Development - JAVA, Solution Delivery Unit (AD7)

Europol/2025/TA/AD7/671, Deadline: 23 May 2025, 23:59 CEST, Department: C1 ICT

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ORGANISATIONAL CONTEXT

This selection procedure is intended to fill one (1) currently available post.

Europol retains the right to make use of the reserve list to select candidates for similar posts within the organisation, should business needs require so.

Organisational setting:

The post of Senior Specialist – Application Engineering & Development, is located in one of the teams within the Solution Delivery Unit, ICT Department, Capabilities Directorate.

The ICT Department has the responsibility for devising, delivering and operating critical technology capabilities and solutions supporting the core mission and support processes of Europol. Over 150 internal staff members and a significant number of domain-specific consultants are responsible for devising, developing, delivering and operating information management and communication technology capabilities that ensure enhanced criminal information analysis and exchange among Europol, Member States and third parties.

The Solution Delivery Unit is responsible for the development and quality assurance of ICT solutions. This includes Application Delivery, Quality Assurance (requirements management, testing), and Law-Enforcement Accelerated Provisioning services that provide technology support to fast-moving operational activities.

Purpose of the post:

The incumbent is mainly responsible for designing, developing, testing, and analysing software modules and applications with the emphasis on multi-tier applications. This includes researching, documenting, and modifying software specifications throughout the production life cycle, as well analysing and amending software errors in a timely and accurate fashion.

Reporting lines:

The incumbent will report to the Senior Specialist - Head of Team - Solution Delivery.

FUNCTIONS AND DUTIES

The incumbent carries out the following main functions and duties:

- Participate as a senior developer during the application development phases, which may include outsource/co-sourced delivery;
- Act as a squad leader, if appointed, by leading a squad of developers, improve technical areas, foster collaboration and communication within the squad, and handle administration tasks;
- Act as Scrum Master, if appointed, maintain the backlog, assign tasks to squad members, perform agile ceremonies, and reduce sprint backlog carryover to ensure timely and quality completion of work;
- Collaborate with the Quality Assurance team to ensure that software solutions are thoroughly tested and meet quality standards and create unit tests and integration tests;
- Create and maintain project-related technical documentation, including design and deployment documentation, in cooperation with the Architecture Team;
- Maintain requirement changes, system model and ensure work performed by other developers is synchronised during the software and project lifecycle;
- Elaborate and discuss different options for ICT based solutions/improvements; proactively collaborate in the definition and implementation of improvements to the Applications Lifecycle Management methodologies and tools;
- Provide guidance and mentorship to other developers, participate in code reviews and offer feedback and guidance to ensure clean, maintainable code that adheres to best practices and contributes to the team's success;
- Develop and implement Agile development processes, including sprint planning, daily stand-ups, and retrospectives;
- Perform any other related tasks, as assigned by the line management.

REQUIREMENTS - ELIGIBILITY AND SELECTION CRITERIA

REQUIREMENTS - ELIGIBILITY CRITERIA

a. Candidates must

- Be a national of one of the Member States of the European Union and enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Produce appropriate character references as to his or her suitability for the performance of the duties;
- Be physically fit to perform the duties pertaining to the post as further specified in Article

13 of the Conditions of Employment of Other Servants of the European Union (CEOS);

- Produce evidence of a thorough knowledge of one of the languages of the Union and a satisfactory knowledge of another language of the Union to the extent necessary for the performance of the duties.

b. Candidates must have

- A level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four 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 year when the normal period of university education is at least three years;
OR
- Professional training of an equivalent level in a relevant area and after having completed the training, at least the number of years of relevant professional experience as indicated below:

Duration of professional training	Additional professional experience required for equivalency
More than 6 months and up to 1 year	4 years
More than 1 year and up to 2 years	3 years
More than 2 years and up to 3 years	2 years
More than 3 years	1 year

- **In addition** to the above at least **6 years** of professional work experience gained after the award of the diploma.

REQUIREMENTS - SELECTION CRITERIA

a. Professional experience:

Essential:

- Extensive experience (preferably 9+ years) in software development projects, contributing to the design and implementation of scalable and maintainable applications;
- Experience in developing applications with Java 11 or later, leveraging enterprise frameworks (e.g., Spring/Spring Boot);
- Experience with front-end development using JavaScript and/or TypeScript, with familiarity in popular frameworks such as Vue.js or React;
- Experience in DevOps practices, including source code management, continuous integration, and automated deployment using tools such as Azure DevOps;
- Hands-on experience with agile methodologies such as SCRUM, driving iterative development, effort estimation, and continuous improvement while planning and coordinating the work of development teams;
- Experience with containerized deployments and orchestration platforms like Docker and

Kubernetes, enabling cloud-native application development;

Desirable:

- Experience with Machine Learning and Artificial Intelligence concepts, methods and tools/frameworks/processes;
- Experience with Architecture Modelling languages such as UML or ArchiMate;
- Experience in a highly regulated environment with an articulated governance model;
- Experience drafting statements of work for 3rd party software development and overseeing its development;
- Experience working with in- an outsourced/co-sourced software delivery model.

b. Professional knowledge:

Essential:

- Sound knowledge of Java (version 11 or later) and enterprise frameworks like Spring/Spring Boot, with expertise in designing RESTful APIs and building service-oriented and microservices architectures, including integrating Microsoft SQL Server;
- Knowledge of front-end development using JavaScript and/or TypeScript, with familiarity in frameworks such as Vue.js or React;
- Sound knowledge of modern software design principles, designing scalable, highly available, and fault-tolerant distributed systems;
- Sound knowledge of agile methodologies such as SCRUM or Kanban and their ceremonies, including the ability to lead cross-functional squads in hybrid environments;
- Sound understanding of security design concepts including authorisation, authentication, data encryption and secure coding practices;
- Knowledge of container-based deployment strategies and orchestration platforms, such as Docker and Kubernetes
- Ability to draft statements of work for 3rd party software development and overseeing its development;
- Ability to work with in- an outsourced/co-sourced software delivery model.

Desirable:

- Knowledge of thread modelling and privacy by design principles.

c. General competencies

Essential:

Communicating:

- Excellent communication skills in English, both orally and in writing.
- Excellent presentation skills.
- Ability to draft clear and concise documents on complex matters for various audiences.

Analysing & problem solving:

- Structured approach to work aimed at getting results.
- Excellent analytical and critical thinking skills.
- Competent user of Microsoft Office applications (MS Word, Excel, PowerPoint and Outlook)

and the internet.

Delivering quality and results:

- High degree of commitment and flexibility.
- High level of customer and service-orientation.

Prioritising and organising:

- Excellent organizational skills including the ability to plan own work load, establish clear priorities and exercise initiative.
- Ability to manage projects and familiarity with project management terminology and methodology.

Resilience:

- Strong ability to work well both independently and in a team.
- Very good interpersonal skills, including the ability to effectively liaise with other departments, groups and teams as well as with external partners.
- Ability to remain effective under a heavy workload and demonstrate resistance to stress.

Living diversity:

- Ability to establish and maintain effective working relations with co-workers in an international and multi-disciplinary work environment.

Advising:

- Ability to synthesise various data into a coherent and relevant whole, transforming it into a valuable and correct conclusion.
- Building constructive relationships with clients, adequately identifying and managing their needs and expectations, and giving well-grounded advice.

SELECTION PROCEDURE

(...continues from previous section)

d. Additional conditions:

Fulfil the condition stipulated in Article 5 of the Decision of the Executive Director on the Duration of contracts of employment for Temporary Agents, on the start date of the possible contract of employment which may be offered.

SELECTION PROCEDURE:

All applications for Temporary Agent posts must be submitted through the online recruitment system accessible via [Europol's website](#). For further information, please consult the [Europol Recruitment Guidelines](#).

The Authority Authorised to Conclude Contracts of Employment (AACC) sets up a Selection Committee, composed of at least three members, consisting of one chair and at least one member from the administration and one member designated by the Staff Committee.

The selection criteria, set out in this Vacancy Notice, will be assessed by the Selection

Committee throughout the different stages of the selection procedure. Before the start of the selection procedure, the Selection Committee will decide which selection criteria will be used at each stage of the selection procedure. Certain selection criteria will be assessed only for shortlisted candidates during a written test and/or a competency-based interview.

The Selection Committee will shortlist the **10** highest scoring candidates. All candidates having a score equal to the **10th** highest scoring candidate will be invited to take part in the selection procedure. At shortlisting stage, the Selection Committee will establish the pass-mark for the selection procedure.

It is intended for the selection procedure to be conducted remotely. Should the Selection Committee consider it necessary to conduct the selection procedure on-site at Europol in the interest of the proceedings, and subject to budget availability, the candidates invited to participate in the selection procedure will be informed accordingly.

After the selection procedure has taken place, the Selection Committee will establish a list of successful candidates, i.e. those scoring above the pre-defined pass-mark, which is shared with the AACC.

The Selection Committee makes a proposal to the AACC on the candidate(s) to appoint. Following that proposal, the AACC makes a decision of appointment.

Candidates who participated in the interview will be informed of the outcome, i.e. whether they have been successful or not. In view of the list of successful candidates established by the Selection Committee, the AACC retains the discretion to constitute a Reserve List. A Reserve List is valid for 24 months.

Candidates who participated in the interview will be informed of the outcome, i.e. whether they have been successful or not.

The Selection Committee's work and deliberations are confidential. It is forbidden for candidates to make direct or indirect contact with the members of the Selection Committee or for anyone to do so on their behalf.

All enquiries related to a selection procedure should be addressed to the Europol HR Operational Support Team at the following email address: C2-12@europol.europa.eu. Detailed information on the selection procedure- including enquiries, measures of redress and their applicable deadlines is available in the Europol Recruitment Guidelines, which can be found on [Europol's website](#).

COMPENSATION, TERMS AND CONDITIONS

Scale: AD7

The gross basic monthly salary is EUR **7,559.72** (step 1) or EUR **7,887.39** (step 2).

The step-in grade is determined on the basis of professional experience gained after the education required for the post and in line with applicable implementing rules.

Staff pay EU tax at source but salaries are exempt from national taxes. Compulsory deductions are made for health insurance, pension and unemployment insurance.

Subject to the applicable conditions being met, as defined in the EU Staff Regulations (EUSR)/CEOS and further specified in the case law of the Court of Justice of the European Union, allowances such as expatriation allowance (16% of basic gross salary) or foreign residence allowance (4% of basic gross salary), household allowance, dependent child and / or education allowance may be granted.

Staff enjoy worldwide insurance coverage by the Joint Sickness Insurance Scheme (JSIS) and are insured against sickness, the risk of occupational disease and accident.

Europol offers flexible working arrangements, a comprehensive provision for annual leave as well as parental leave supporting a healthy work-life balance.

Indicative net salary sample calculation AD7/1:

- a) Staff member (single) in receipt of expatriation allowance (16%): EUR 7,691.49
- b) Staff member with two dependent children in their custody in receipt of expatriation allowance (16%): EUR 9,858.56

The above information is indicative and for information purposes only. It is merely meant to give an indication of the possible net salary in light of the currently applicable amounts of the related allowances and the level of taxation. It has no legal value and no rights can be derived from it.

The information is based on figures applicable as of **July 2024**.

Contract of employment

The successful candidate will be engaged in the type of post **Administrator** and function group **AD**, grade **7** pursuant to Article 2(f) CEOS and Annex I to the EUSR.

The initial contract will be concluded for a period of 4 years (full-time – 40 hours a week). The contract may be renewed, in principle, for a period of 2 years. Any further renewal shall be for an indefinite duration.

If the successful candidate is already a member of temporary staff 2(f) in the relevant function group, he/she may be offered the opportunity of contract continuity, should the

relevant conditions be fulfilled.

Conditions of engagement

Before the employment contract is concluded by Europol, the successful candidate will have to:

- declare any conflict of interest;
- undergo a pre-employment medical examination to confirm that he/she is physically fit to perform the duties pertaining to the post or, alternatively, receive the confirmation from Europol that he/she fulfils the conditions laid down in the Decision of the Deputy Executive Director of the Capabilities Directorate on the pre-employment medical examination available on Europol's website.

The place of employment will be The Hague, The Netherlands.

For further information on terms and conditions, please consult the EUSR/CEOS available on [Europol's website](#).

Probation period

Engagement for this post is subject to the successful completion of a probationary period of 9 months.

If the successful candidate chooses contract continuity, and has already successfully completed the probationary period provided for in Article 14 of the CEOS, in the relevant function group, he/she will not serve the probationary period.

Europol reserves the right to terminate the contract of employment during or at the end of the probation period in accordance with Article 14 CEOS.

Security screening and certificate of good conduct

Candidates who have been recruited to a post at Europol are required to furnish a valid certificate of good conduct before the start of their employment. The certificate of good conduct must be provided to Europol prior to the signature of the employment contract. The certificate of good conduct must be issued by the relevant authorities of the country of nationality of the candidate and must not be older than three months at the time of submission to Europol. Europol reserves the right not to proceed with the signature of the contract based on the content of the certificate or if the candidate fails to provide the certificate to Europol.

The certificate of good conduct does not substitute a valid security clearance required for all Europol staff at the level indicated in the vacancy notice. Failure to obtain the requisite security clearance before the expiration of the probationary period may be cause for termination of the employment contract.

Candidates who currently hold a valid security clearance at the level indicated in the vacancy notice or above do not need to obtain a certificate of good conduct or a new security clearance and must provide a copy of the current security clearance certificate to Europol prior to the signature of the employment contract. Europol shall verify and confirm the continued validity of the security clearance. In case Europol determines that the security clearance is not valid, the candidate will be required to provide a valid certificate of good conduct prior to the signature of the employment contract. Europol may at any time terminate the employment contract if the result of the security screening is not positive and the necessary clearance level is not granted or extended.

The requested level of security clearance for this post is: **CONFIDENTIAL UE/EU**.

ADDITIONAL INFORMATION

Equal opportunity

Europol is an equal opportunity employer. Europol accepts applications without distinction on grounds of gender, sexual orientation, national, ethnic or social origin, religion or beliefs, family situation, age, disability, or other non-merit factors. All employment decisions are based on business needs, job requirements and qualifications, experience and skills.

Europol lives diversity and provides an inclusive work environment to all. Europol strives to recruit, develop and retain a diverse and talented workforce through application of equal opportunity and impartiality.

Privacy Notice

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, applies to the processing of personal data carried out in the process of selection and recruitment of staff at Europol, following the application of this Regulation to all administrative personal data held by Europol in accordance with Article 46 of the Europol Regulation.

For additional information, please consult the applicable privacy notice available on [Europol's website](#), also inserted in the [EUROPOL RECRUITMENT GUIDELINES](#).

Statutory obligations upon leaving the service

Pursuant to Article 16 of the EUSR, EU officials and, by analogy, temporary agents continue to be bound by the duty to behave with integrity and discretion as regards the acceptance of certain appointments or benefits after leaving the service. Those staff members intending to engage in an occupational activity within two years of leaving the service shall inform their institution, so that it may take an appropriate decision in that respect. In cases where the

intended activity is related to the work carried out by the staff member during the last three years of service and could lead to a conflict with the legitimate interests of the institution, the decision to be taken may include forbidding the staff member from undertaking it or giving its approval subject to any conditions it thinks fit.

Main dates

Publication date: **18 April 2025**

Deadline for application: **23 May 2025, 23:59 Amsterdam Time Zone**

Selection procedure: **June/July 2025**

Application process and selection procedure

For further details on the application process and the selection procedure, please consult our [FAQs](#) or refer to the [EUROPOL RECRUITMENT GUIDELINES](#) available on [Europol's website](#).

Contact details

In case of further questions please call +31 (0)70 353 1154 or +31 (0)70 302 5040.