

СЪД НА ЕВРОПЕЙСКИЯ СЪЮЗ
TRIBUNAL DE JUSTICIA DE LA UNIÓN EUROPEA
SOUDNÍ DVŮR EVROPSKÉ UNIE
DEN EUROPÆISKE UNIONS DOMSTOL
GERICHTSHOF DER EUROPÄISCHEN UNION
EUROOPA LIIDU KOHUS
ΔΙΚΑΣΤΗΡΙΟ ΤΗΣ ΕΥΡΩΠΑΪΚΗΣ ΕΝΩΣΗΣ
COURT OF JUSTICE OF THE EUROPEAN UNION
COUR DE JUSTICE DE L'UNION EUROPÉENNE
CÚIRT BHEIREITHIÚNAIS AN AONTAIS EORPAIGH
SUD EUROPSKE UNIJE
CORTE DI GIUSTIZIA DELL'UNIONE EUROPEA



EIROPAS SAVIENĪBAS TIESA
EUROPOS SĄJUNGOS TEISINGUMO TEISMAS
AZ EURÓPAI UNIÓ BÍRÓSÁGA
IL-QORTI TAL-ĠUSTIZZJA TAL-UNJONI EWROPEA
HOF VAN JUSTITIE VAN DE EUROPESE UNIE
TRYBUNAŁ SPRAWIEDLIWOŚCI UNII EUROPEJSKIEJ
TRIBUNAL DE JUSTIÇA DA UNIÃO EUROPEIA
CURTEA DE JUSTIȚIE A UNIUNII EUROPENE
SÚDNY DVOR EURÓPSKEJ ÚNIE
SODIŠČE EVROPSKE UNIJE
EUROOPAN UNIONIN TUOMIOISTUIN
EUROPEISKA UNIONENS DOMSTOL

CALL FOR APPLICATIONS N° CJ AP 41/25

The Information Technology Directorate is seeking an expert in document management technologies, with solid experience in organising and using technological features and APIs in the context of document management. The successful candidate will be recruited as temporary agent (AD 7)¹.

This selection procedure does not replace the open competitions run by the European Personnel Selection Office (EPSO – <https://eu-careers.europa.eu/en>) for the recruitment of administrator-level officials at the Court of Justice.

I. PRESENTATION OF THE DIRECTORATE FOR INFORMATION TECHNOLOGY

The main mission of the Directorate for Information Technology, which is attached to the Directorate-General for Information, is to define, on the basis of the institution's orientations and priorities, the information technology strategies to be initiated and to develop a modern infrastructure at the cutting edge of technological progress in the fields of information technology, telecommunications and multimedia.

It develops the technologies and information systems needed to meet the challenges of the Court of Justice in the enlarged European Union, with the priority of providing a high-quality service to all users of the institution and to European citizens.

The Information Technology Directorate is made up of four units: the Portfolio Planning and Resource Management unit, which is responsible for planning IT requirements and projects, as well as project management; the Information Systems Design unit, which is responsible for innovating, studying and approving the solutions to be implemented; the IT Solutions Implementation Unit, which is responsible for building solutions (analysis, development, integration and installation) and the Operations and User Support Unit, which is responsible for user support, operating information systems, business applications, networks, infrastructures and multimedia equipment.

II. PRESENTATION OF THE POST

He/she will be responsible for supporting project/product managers and business analysts in the implementation of a single, central document management system, based on the Court's existing technology. He/she will provide technical expertise to design and implement this central system in accordance with best practices in the field. To this end, he/she will work in collaboration with external consultants and closely with the team responsible for development tools and best practices in terms of development.

¹ The amount of remuneration can be found in the table at the following reference : <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52024XC07388&qid=1734000688296>

Tasks will include:

- **Designing and configuring** the document management system;
- **Contributing to and supporting** the installation and operation of the platform;
- **Defining and integrating the platform** with other architecture components, including SOA;
- **Defining and ensuring governance of** access security;
- **Defining and contributing to the implementation of the strategy for migrating existing documents into the central document** management system;
- **Monitoring the technological roadmap** and proposing release upgrade plans;
- **Training and supporting** colleagues to develop skills in using document management technology functions within the unit;
- **Assessing development workloads** and supporting project/product managers in planning development activities;
- **Communicating and collaborating** with other DTI teams;
- **Participating in contract management**;
- **Monitoring the work of external service providers.**

The IT Solutions Implementation unit manages several major projects, that are both high-profile and technically challenging. The incumbent will be required to work closely with both business services and Information Technology Directorate teams. Autonomy and initiative are encouraged.

III. REQUIRED PROFILE

III.a. Eligibility criteria

- Be a citizen of one of the European Union (EU) Member States;
- A level of education corresponding to at least 4 years of completed university studies in computer science, information systems, engineering, or a closely related areas, attested by a diploma², or a level of education corresponding to at least 3 years of completed university studies in ICT and/or related areas attested by a diploma, followed by a minimum of 1 year of professional experience in ICT;
- Thorough knowledge of one official language³ of the European Union and a good knowledge of another official language of the European Union. The languages used in the service are English and French, the ability to work in one of these two languages is required; a satisfactory knowledge of the other is an advantage.

III.b. Selection criteria

The successful candidate will be required to demonstrate:

- A minimum of 6 years of professional experience in ICT, of which a minimum of 3 years related to the duties detailed in point II, if he/she has a level of education corresponding to at least 4 years of completed university studies, or a minimum of 7 years of professional experience in ICT, of which a minimum of 4 years related to the duties detailed in point II if he/she has a level of education corresponding to at least 3 years completed university studies;

² Only diplomas awarded in EU Member States or for which equivalence certificates have been issued by authorities in EU Member States will be taken into consideration.

³ Candidates' attention is drawn to the fact that the minimum levels required above apply to each language skill (speaking, writing, reading, listening) mentioned in the application form. These skills reflect those of the Common European Framework of Reference for Languages (<https://europass.europa.eu/en/common-european-framework-reference-language-skills>)

- At least 3 years of professional IT experience in the last five years as an Alfresco specialist in the design, implementation and optimisation of the document management platform;
- Excellent technical knowledge of the Alfresco or similar platform (document management);
- Demonstrate an ability to understand user requirements and design a scalable, high performance document management system;
- Experience of putting the Alfresco or similar platform into production and of corrective and evolutionary maintenance;
- Experience of upgrading the Alfresco or similar platform with a successful go-live strategy;
- Successful experience (with production roll-out) in document migration projects to a new document management system (Alfresco or other technology);
- Demonstrate the ability to define and implement appropriate actions to ensure a high level of quality and scalability of the system implemented.

Meeting the following criteria would be an advantage:

- Experience of other platforms and technologies such as Oracle DB, PL/SQL, WCC, Azure DevOps, Openshift, Java, Angular;
- Have several successful experiences of implementing a new document management system in various business areas;
- Be familiar with and have implemented the FRBR model (<https://www.bnf.fr/fr/modeles-frbr-frad-et-frsad>).

In addition to the above criteria, candidates invited to the interview will also be assessed against the following general competences:

- **Communication:** communicating clearly and accurately both orally and in writing;
- **Analysis and problem solving:** identifying critical facts in complex problems and developing creative and practical solutions;
- **Working in teams:** working cooperatively with others in teams and respecting differences between people; creating a team spirit by encouraging common goals and the exchange of knowledge and experience;
- **Learning and development:** to develop and improve personal skills and knowledge of the institution and its environment; to engage in training others, sharing knowledge and systematically improving working methods;
- **Prioritisation and organisation:** ability to prioritise the most important tasks, to work flexibly and to organise one's own and others' workloads effectively;
- **Resilience:** remaining effective under work pressure, being flexible and adapting to a changing work environment; encouraging others to do the same and adjusting one's own and one's team's approach to adapt to changing circumstances;
- **Quality and results:** taking personal responsibility and initiative to deliver high quality work within established procedures; showing clear customer orientation; building systematic and methodical processes into projects and work of self and own team;
- **Leadership:** leading and managing people and teams to achieve results; delegating work within one's own team appropriately and providing clear direction; inspiring enthusiasm and a positive attitude in people about their work and their contribution to the success of the Institution.

IV. INTERVIEWS

Eligible candidates whose applications are among the best qualified according to the selection criteria detailed in point III.b, may be contacted in order to verify their language skills, as well as to prove their

professional experience and/or other skills, knowledge and competences. This preselection contact does not entitle candidates to be invited to an interview.

The interviews will be conducted in French and/or English. The interview will test the candidate's motivation, ability and knowledge of the subjects related to the functions to be performed and the selection criteria set out in the vacancy notice (technical knowledge and behavioural skills).

V. SUBMISSION OF APPLICATIONS

Candidates are invited to submit their application via the EU CV Online portal by following this link: <https://curia.europa.eu/apply> before **15th September 2025 at 17.00** (Luxembourg time).

Applicants should note that the information provided in their application via the EU CV Online portal constitutes a basis for assessing the eligibility and selection criteria. Therefore, they are advised to read the requirements carefully and to provide the relevant information in sufficient detail to allow this assessment. Particular attention should be paid to information about their educational background and professional experience, including exact dates, description of responsibilities, functions performed and tools used.

VI. RECRUITMENT POLICY

The Court of Justice of the European Union guarantees equal opportunities, subject to the comparative assessment of the merits of candidates, and equal treatment of all persons who express an interest in a vacant post. It actively encourages the submission of diverse applications from candidates with a variety of experience, skills and knowledge, on the broadest possible geographical basis among nationals of EU Member States.

In this context, any candidate with a disability or a medical condition likely to affect his/her ability to take the tests is invited to contact the Talent Selection Unit (curia.candidatures.communications@curia.europa.eu) as soon as he/she submits his/ application, so that it can organise, in accordance with Article 1d of the Staff Regulations, the necessary arrangements to enable him/her to participate fully in the selection tests. To this end, the candidate may be asked to send the Court's medical service a certificate drawn up by the national authority or a medical certificate, which will be examined in order to establish the necessary arrangements.

For information on data protection, please see the specific privacy statement: https://curia.europa.eu/jcms/jcms/P_95038/

VII. TERMS AND CONDITIONS OF EMPLOYMENT

The successful candidate will be offered a contract as a member of the temporary staff in accordance with Article 2 (b) of the Conditions of Employment of Other Servants of the European Communities (CEOS)⁴ for an initial period of up to four years, with a probationary period of nine months. He/she will be classified in function group AD, grade 7. The employment contract may only be renewed once for a maximum of two years.

The place of employment is Luxembourg, where the Court of Justice of the European Union has its seat.

⁴ In accordance with Article 8 of the European Union's Conditions of Employment of Other Servants (CEOS) <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20240101>

To be eligible for appointment, the successful candidate must:

- be available for employment in the short term (no later than 3 months after the offer of employment);
- produce references of an appropriate character as to his/her suitability for the performance of the duties (extract from the police record or equivalent certificate, not more than 3 months old) and a declaration in relation to interests which might be considered prejudicial to his/her independence;
- be physically fit to perform the duties.

Contact

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