Vacancy Notice

DORA ICT OFFICER

REF.: ESMA/2026/VAC02/FGIV

Type of contract	Contract Agent[1]
Function group and grade	FGIV
Duration of contract	5 years, with possibility of extension
Department	OVS
Place of employment	Paris, France – office based
Deadline for applications	17/03/2026 (23:59 hrs, Paris local time)
Reserve list valid until	31/12/2027

About ESMA

At the European Securities and Markets Authority (ESMA), we are proud to play a key role in shaping the future of financial markets across Europe. Since our establishment in 2011, we have worked to protect investors and promote stable, transparent, and innovative capital markets.

We are a forward-looking organisation, committed to driving strategic reforms and building the next generation of EU capital markets. Our 2023–2028 strategy puts a strong focus on integration, accessibility, and innovation - with effective capital markets, strong and consistent supervision and investor protection at the heart of our work. We also actively support the Commission's Saving and Investments Union (SIU) Strategy and welcome the European Commission's legislative proposal on market integration and supervision.

If you would like to learn more about who we are and what we do, we invite you to visit our website: www.esma.europa.eu.

What is DORA

The Digital Operational Resilience Act (i.e Regulation 2023/2554, or "DORA"), applicable from January 2025, establishes a comprehensive framework for fostering the digital operational resilience of all EU financial entities. It foresees, among others, that ICT third-party service providers that provide ICT services to financial entities and are identified as critical for the EU financial system (critical third-party providers - CTPPs) are subject to oversight at the EU level to minimise

[1] According to the Article 3(a) of the Conditions of Employment of Other Servants (CEOS) of the European Union.

the risks they expose the EU financial sector to.

The CTPPs oversight is carried out by the three European Supervisory Authorities (ESAs) responsible for the EU financial sector, namely the European Banking Authority (EBA), the European Insurance and Occupational Pensions Authority (EIOPA) and the European Securities and Markets Authority (ESMA). The ESAs exercise their CTPP oversight mandate in cooperation with the financial sector supervisory authorities (competent authorities) and the authorities responsible for the NIS2 Directive.

DORA requires a close cooperation between the three ESAs which exercise jointly their CTPP oversight mandate. The oversight work is organised in Joint Examination Teams (JETs), across the three ESAs. Staff recruited by the three ESAs for the DORA oversight activities work as one team and liaise closely with colleagues responsible for other activities at the three ESAs. The JETs cover the various designated CTPPs according to the predominant technology domain in which they operate (cloud services, data centres, telecommunications, etc.).

Job Purpose

Working at ESMA means making a meaningful impact across Europe. By joining our team, you will help shape future EU policies and contribute to the stability and integrity of European financial markets, positively affecting the lives of millions of citizens.

Based at our headquarters in Paris, we are looking for dedicated professionals to work in close collaboration with the JET members led by the two other ESAs. You will contribute to the oversight activities of the JET, ranging from:

- Ongoing monitoring of the CTPP, such as assessing firm-specific and sector-wide information. This is typically a desk-based activity but it includes the participation to meetings with CTTPs.
- In-depth assessment of the risks and ICT services that the CTPPs provide to the financial sector via either desk-based general investigations or on-site inspections.
- Following up on identified vulnerabilities and weaknesses by providing recommendations to the CTPP.

Your mission will directly contribute to shaping and maintaining financial stability within the European Union, at the heart of the European System of Financial Supervision. The work that you deliver will have a significant impact on the compliance with DORA, ultimately safeguarding consumers and investors.

Key duties and responsibilities

As a JET team member, the postholder will contribute to the oversight activities for the assigned CTPPs.

- Core responsibilities will be to:
  - Conduct analyses of the technologies, configurations, and solutions used by CTPPs to determine if they fit with state-of-the-art standards and pose no risks to the digital resilience of the financial entities relying on them;
  - Perform and document risk assessments, identifying risks and analysing their potential implications;
  - Contribute to the annual risk assessment and the development of the annual oversight plan for CTPPs;
  - Support additional relevant JET activities as needed.

- In addition, the postholder will exercise tasks in the context of on-going monitoring, general investigations (remote review) or on-site inspections (requiring business travel to CTPP premises), by performing:
  - desk-based reviews of CTPPs' documentation, which can be of various types (technical documentation, data samples, but also policies, procedures, contractual arrangements, and other relevant information;
  - interviews of CTPPs' officials.

- The main engagement activities will involve a broad range of stakeholders, including but not limited to:
  - CTPPs' officials, through regular dialogue and meetings with the CTPP.
  - All JET members from your assigned JET, and those from other JETs led by other ESAs.
  - ESAs' senior management.

Who can Apply

To be considered eligible, candidates must satisfy all the eligibility criteria listed below, by the deadline for submitting applications:

- hold a university degree of at least three years, confirmed by a diploma;
- be a national of an EU Member State or the EEA (Norway, Liechtenstein, or Iceland);
- enjoy full rights as a citizen;
- have fulfilled any military service obligations required by law;
- have a thorough knowledge[2] of English (C1) as this is the ESMA's working language - and a satisfactory knowledge (B2) of another language[3] of the European Union; and
- be physically fit to carry out the responsibilities of the role.

[2] The assessment is done in accordance with the Common European Framework of Reference for Languages (CEFR). Native English speakers will be tested to prove their second language skills.
[3] The official languages of the EU: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, and Swedish.

➢ ☑ Requirements for the role:

➢ Essential qualifications, experience, skills and knowledge

a) University diploma of at least three years, preferably in ICT or related fields (such as computer science, information security, computer engineering, telecommunications engineering, software engineering, electronic engineering, data analytics), audit, control, compliance.
b) At least three years of proven full-time professional experience in technology domains (cloud computing, telecommunication solutions, information security, data management); or IT operations; IT risk management; IT audit or IT risk supervision or oversight.
c) Specific expertise gained in at least one of the following areas:

- IT security operations.
- Cloud computing (cloud architectures, virtualisation and container platforms, identity and access management, encryption, logging and monitoring, and resilience mechanisms).
- Telecommunication infrastructure (telecom network architecture, including IP networks, MPLS, SD-WAN, routing and switching, redundancy design, traffic management, and interconnection with data centres and cloud environments).
- Data analytics solutions (data architecture, data pipelines, data integration processes, data warehousing and lake environments, as well as governance, quality management and security controls applied thereof).
- Enterprise software, ERP systems.

Please provide details, specifying your role, contributions, tools used and level of responsibility.

Only candidates who fully meet all the essential requirements will be considered for the next stage of assessment.

➢ Advantageous Skills and Knowledge

d) Proven experience working with international standards, leading practices, frameworks and regulations in the area of information security, ICT or operational risks, such as ISO, NIST, DORA, NIS2.
e) Professional certifications and/or qualifications in the field of the vacancy notice (such as ICT security, operations, audit and/or internal control) e.g. CISA, CRISC, CISM, CISSP, CompTIA Security+/Network+, CCSP, CEH, CCNA/CCNP) or comparable.
f) Knowledge and/or experience in auditing or supporting audits of cloud service providers, telecom providers or other critical third-party ICT services.
g) Experience in working in international team, especially in relation to ICT services, ICT projects or ICT risks.

Please provide details, specifying your role, contributions, tools used and level of responsibility.

Behavioural Competences

h) Excellent methodological and analytical skills and capacity to identify key issues;
i) Ability to work under pressure and deliver high quality work under tight timelines;
j) Strong communication skills and ability to communicate clearly and effectively with internal and external stakeholders;
k) Critical thinking and problem solving skills, with a strong aptitude for teamwork; and
l) Ability to tackle complex issues, as well as presenting the results of their work in a structured manner to various stakeholders in a clear and understandable way.
m) Adaptability and flexibility, with capacity to work effectively in diverse and dynamic environments and to adjust focus as necessary to meet shifting team or organisational objectives.

Recruitment Process

We are inviting applications to establish a reserve list with suitable candidates. If you are interested in the role, submit your application via e-Recruitment tool by 23:59:59 CET on the closing date. The selection process includes a written test and a panel interview; it may also involve a pre-screening stage.
Want to prepare with confidence? Explore our careers page for more tips and tricks.
All applications will be assessed in line with the requirements outlined in the vacancy notice, therefore please ensure you meet these by the application deadline.
To uphold fairness and transparency, the Selection Board conducts its work in confidentiality. We kindly ask to refrain from contacting its members during the process, as any attempt to influence the Board directly or through third parties will lead to disqualification.

Reserve list:
Reserve list validity is until 31 December 2027 with possibility for extension. Please note that the reserve list may be shared with the European Banking Authority (EBA) and the European Insurance and Occupational Pensions Authority (EIOPA). Upon establishment of the reserve list, ESMA shall seek the consent of all candidates included on the reserve list.

What We Offer

Impactful work: Change perspectives and shape the future of Europe's financial markets. Dive in the current dynamic world of the European securities markets regulator and supervisor.

Multicultural environment: Join engaged professionals from across the EU, working in an inclusive, diverse, motivated and cooperative international setting.

Relocating to Paris made easy:

- **Housing assistance**: Reimbursement of a relocation agent to help you navigate the French real estate market.
- **Language support**: Free French language classes in-house (A1-B2) to ease integration.
- **Schooling**: Your children benefit from priority access, free of charge, to the European School in Paris La Défense, offering a multilingual and multicultural education in line with the European Schools curriculum, from kindergarten to the European Baccalaureate.

☑ Benefits

- Successful external candidates may be offered an employment contract for five years as a contract agent. Any further renewal (beyond five years) shall be in principle for an indefinite duration.
- Probationary period for the first contract is nine months.
- Successful external candidates will be recruited in the relevant grade and classification.

Grade/step	Minimum requirements for classification in step[4] *(required level of education + minimum number of years of experience after the required graduation)*	Monthly net salary, without expatriation or family allowances	Monthly net salary, with expatriation and no family allowances	Monthly net salary, with expatriation and family allowances for one child
FGIV 13 step 1	University studies of at least 3 years + less than 5 years of professional experience	€ 4,264	€ 4,793	€ 5,593
FGIV 14 step 1	University studies of at least 3 years + between 5 and 17 years of professional experience	€ 4,480	€ 5,395	€ 6,208
FGIV 16 step 1	University studies of at least 3 years + 17 and more years of professional experience	€ 5,601	€ 6,772	€ 7,630

- **Competitive salary**: Remuneration is exempted from national taxes on income in all EU member states. However, a tax deduction will contribute to the general EU budget. Salaries are also impacted by a weighting factor to consider the cost of living in Paris (currently 113.6%). Pay rates and correction coefficients are adjusted each year.

- **Additional benefits (based on individual family situation and place of origin):** expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, installation allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits. Read more on other benefits, like medical insurance and financial support on ESMA's career webpage.

Equality and diversity

ESMA is an equal opportunity employer and welcomes applications from all qualified candidates, regardless of age, gender, background, religion, disability, or sexual orientation. To support our commitment to gender balance, we particularly encourage applications from women in roles where they are under-represented. If you require any specific arrangements during the selection process due to a disability, please indicate this in your application and our HR team will ensure appropriate support. For further information please consult ESMA's Diversity, Equity and Inclusion Strategy.

More information on ethics obligations, data protection statement, Privacy Statement on Recruitment Procedures, Candidate guidelines and appeal procedure.