

Making the railway system  
work better for society.

# Call for Applications for posts of Project Officers in the Agency relevant Units

*Contract Agent 3(a) (FGIV) - with a further view to establish a reserve list - ERA/CA/2026/001-OPE*

## I - JOB CONTENT

The Agency is looking for candidates to support the Agency's needs in the field of data analysis and for the project on the creation of a dynamic digital timetable in railways across Europe.

The jobholder will work in the Agency relevant Units under the responsibility of the respective Head of Units and Team Leaders.

### Main tasks and responsibilities:

- › To assess data quality and perform data analyses;
- › To identify possible options to aggregate timetable data at Union level from existing sources;
- › To identify requirements to establish a dynamic timetable for rail passenger services;
- › To assess for various stakeholder groups the impacts of setting up a dynamic timetable for rail services;
- › To report on project progress.

## II - ELIGIBILITY CRITERIA

The selection procedure is open to candidates who satisfy **all** the following eligibility criteria, on the closing date for the submission of applications:

### 1. General requirements:

- › Be a national of a Member State of the European Union<sup>1</sup>, or a national of the European Economic Area (Iceland, Liechtenstein and Norway);
- › Be entitled to the full rights as a citizen;
- › Have fulfilled any obligations imposed by the applicable laws concerning military service<sup>2</sup>;
- › Meet the character requirements for the duties involved<sup>3</sup>;
- › Be physically fit to perform the duties linked to the post<sup>4</sup>;

<sup>1</sup> The Member States of the European Union are : Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden

<sup>2</sup> If applicable

<sup>3</sup> Prior to engagement, the successful candidate will be required to provide a certificate confirming the absence of any criminal record

<sup>4</sup> Prior to engagement, the successful candidate shall be examined in a medical centre indicated by the Agency in order to confirm that the requirements of Article 13 of CEOS of EU are met

- › Have a very good knowledge of an official language<sup>5</sup> of the European Union and a satisfactory knowledge of another official language<sup>6</sup> of the European Union to the extent necessary for the performance of the duties pertaining to the post;
- › Be below the age at which staff of the EU is automatically retired, i.e. currently on the last day of the month in which he/she reaches the age of 66<sup>7</sup>.

## **2. Minimum qualifications:**

- › Have a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.

**Only qualifications issued by EU Member State authorities or EEA (European Economic Area) authorities and qualifications recognized as equivalent by the relevant EU or EEA Member State authorities will be accepted.**

### **III - SELECTION CRITERIA**

The candidates meeting the eligibility criteria set out above, will be assessed and scored against **selection criteria**. Candidates not satisfying one or more selection criteria will not be immediately excluded from the selection.

**Selection criteria** used to assess the candidates' applications:

- › At least 1 year of professional experience following award of the diploma related to the tasks and responsibilities listed in the job content (see Section I – Job Content);
- › Proven experience with data analysis programming languages (R, Python, or similar);
- › Acquainted with timetabling processes and actors;
- › Proven experience in working in an international and/or multicultural environment;
- › Good knowledge of the English language (as independent user-B2 level in the 3 domains: speaking, writing and understanding).

**The educational/academical qualifications and the professional experiences must be described as precisely as possible in the ERA application form.**

Only candidates who pass a minimum of 60% of the total points awarded for the selection criteria will be taken into consideration and invited for an interview and a written test.

### **IV – INTERVIEW AND WRITTEN TEST**

Candidates selected for the test phase including a structured interview and a written test will be assessed and scored on the basis of the following criteria:

#### **1. For the interview:**

<sup>5</sup> Your mother tongue is an official language(s) of your nationality(ies) and any official EU language of which you have a very good knowledge corresponding to level C1 as defined in the Common European Framework of Reference for Languages (CEFR) <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>

<sup>6</sup> Knowledge of your second official EU language corresponding to at least level B2 as defined in the Common European Framework of Reference for Languages (CEFR)

<sup>7</sup> See Article 52 (a) of the Staff Regulation of Officials, applicable to Temporary Agents by analogy, Article 47 CEOS

**Hard skills:**

- › Knowledge of data analysis;
- › Knowledge of timetabling;
- › Ability to communicate in English (as independent user-B2 level).

**Soft skills (only assessed during the oral interview):**

- › Motivation;
- › Strong problem solving and organisational skills;
- › Proven ability to work in a multicultural environment team;
- › Strong pro-active skills and sound level of accountability.

**2. For the written test:**

- › Knowledge and competencies related to the specific post;
- › Ability to communicate effectively in written English (as independent user-B2 level);
- › Familiarity with Microsoft Office tools;
- › Ability to extract and summarize key points from technical discussions.

For native English speakers, your ability to communicate in your second EU language will be tested during the interview. As this forms part of the general requirements stated above, any failure in proving the satisfactory level of your second EU language would lead to your exclusion from the selection.

The scores for the interviews and the written test are established as follows:

- › Total score for the interview: **60 points**                      Minimum score to pass: **36 points (60% of 60)**;
- › Total score for the written test: **40 points**                      Minimum score to pass: **24 points (60% of 40)**.

**Candidates' written test shall not be assessed if the minimum score to pass during the interview is not reached.**

<b>V – SUMMARY</b>	
<i>The Agency:</i> Click <a href="#">here</a> for the description of the Agency and its activities in the different EU languages.	
<i>Date of publication:</i> 24/02/2026	<i>Deadline for applications:</i> 25/03/2026 (23.59 CET, Valenciennes local time)
<i>Type of contract:</i> Contract Agent 3 (a) <i>Function group and grade:</i> FGIV	<i>Place of employment:</i> Valenciennes, France  ERA operates a hybrid working model that combines onsite presence with remote work opportunities. Remote working is subject to specific limits set out in internal rules and must align with business needs and managerial approval. Please note that full-time remote work is not permitted.
<i>Duration of contract:</i> 1 year (renewable depending on budget availability)	<i>Monthly basic salary:</i> 4.449,31 EUR at step 1 with a weighting factor of 13,6 % plus specific allowances where applicable

<p><i>Applications to be sent by email only to mailbox:</i> <a href="mailto:jobs@era.europa.eu">jobs@era.europa.eu</a> until 25/03/2026 (23.59 CET, Valenciennes local time) at the latest</p>	<p><i>Reserve list:</i> The first 12 (indicative number) candidates will be placed on the reserve list which is valid until: 01/07/2027 with the possibility of extension</p>
<p><i>Application procedure:</i> click <a href="#">here</a></p>	<p><i>Selection procedure:</i> click <a href="#">here</a></p>
<p><i>Appeal and complaint procedures:</i> click <a href="#">here</a></p>	<p><i>Data protection:</i> click on: <a href="#">Data protection   European Union Agency for Railways (europa.eu)</a> and scroll down to “Selection and engagement of the Agency Staff (TA, CA, SNE and trainees) section”</p>