

Making the railway system
work better for society.

Call for Applications for posts of Project Officers in the Inter-institutional relations and Communication Unit

*Contract Agent 3(a) (FGIV) - with a further view to establish 3
reserve lists - ERA/CA/2026/002-OPE*

I - JOB CONTENT

The Agency is looking for Project officers to support the Agency's needs providing technical support (competencies set out in Regulation (EU) 2016/796) for the development of the railway system, improving the investment climate and supporting human resource capacity development.

Operating under the framework of the established contribution agreement, the successful candidates will be responsible for advising and accompanying partner countries within designated geographical areas (Sub-Saharan Africa, Asia and the Pacific and Latin America and the Caribbean) in the integration of the EU railway regulatory framework into their respective national legal system.

The thematic focus activities of the contribution agreement, that will materialise in rolling plans considering overall and specific objectives, can be summarised as follows:

- › Driving institutional capacity building and supporting structural reforms within railway administration, including private sector integration and freight-to-rail);
- › Improve railway safety capability;
- › Rationalising accident investigation procedures to improve railway safety through the setting up of a separate body for incident investigation;
- › Developing comparable statistics, targets and indicators;
- › Promoting interoperable railway systems;
- › Supporting harmonised CCS (control command signalling system) in the beneficiaries;
- › Promoting innovation and low- carbon technologies aiming to decrease the energy consumption and polluting emissions in railways;
- › Facilitating knowledge sharing and best practices in relevant railway matters taking into account the requests received from the different stakeholders;
- › Organising, coordinating, and delivering workshops and training sessions.

Therefore, this call covers 3 fields:

- › **Field 1: Rail Safety**
- › **Field 2: Rail Interoperability**
- › **Field 3: ERTMS**

Candidates may apply for more than 1 field and **must clearly indicate in their ERA application form for which field(s) they apply**. Candidates shall not be able to change the chosen field(s) after the submission of the ERA application form.

The jobholders will work in the Inter-institutional relations and Communication unit under the responsibility of the respective Head of Unit and Team Leader. The Agency manages a matrix organisation. Therefore, jobholders may contribute to other activities within the fields.

Main tasks and responsibilities for the 3 fields:

- › To contribute to the implementation of the shared Global Gateway objectives;
- › To promote EU and international technical standards for sustainable rail transport, by accompanying their incorporation into relevant legal frameworks;
- › To support the development of a modern, green and transparent rail regulatory framework at country and (where relevant) regional level in Sub-Saharan Africa, Asia and the Pacific and Latin America and the Caribbean (the geographical representation is not restricted and may be extended to cover the remit of other contribution agreements);
- › To contribute to deepening awareness of plans of transport, legislation, and railway development, and broader activity context as required in the region in scope;
- › To prepare and deliver the relevant inputs and support to the Agency's stakeholders both remotely and in person as needed (travel may be required);
- › To draft technical notes, analytical assessments, training materials and briefings on the operational, technical and regulatory aspects of railway systems, and provide strategic recommendations and policy advice to support decision-making and regulatory developments;
- › To perform translation tasks (preparing, cross-checking and validating automatic translations) for the languages assigned to the project and its related profile;
- › To plan multi-annual work in accordance with the annual objectives in the rolling plan and the stakeholders' needs, and re-adjust priorities whenever deemed necessary to meet the defined schedule;
- › To develop and maintain contacts with the focal points for the Project's beneficiary countries;
- › To liaise with external stakeholders, including representatives from national authorities and to prepare related meetings and reports;
- › To draft reports of activities and to keep updated the intranet/extranet/webpage dedicated to the contribution agreement activities;
- › To manage and report on budget execution allocated to the activities;
- › To perform any other related tasks assigned by the Head of Unit/Team Leader/Programme Owner.

Additional tasks and responsibilities for the specific fields:

FIELD 1: Rail Safety:

- › To collect and analyse existing Safety frameworks focusing on the beneficiaries' needs;
- › To provide technical assistance/expertise to beneficiaries in coordination with concerned stakeholders in the rail Safety domain;
- › To prepare all the related inputs foreseen in the contribution agreement relevant to Safety streams of work.

FIELD 2: Rail Interoperability:

- › To collect and analyse existing Interoperability frameworks focusing on the beneficiaries' needs;
- › To provide technical assistance/expertise to beneficiaries in coordination with concerned stakeholders in the rail Interoperability domain;
- › To prepare all the related inputs foreseen in the contribution agreement relevant to Interoperability streams of work.

FIELD 3: ERTMS:

- › To provide expertise and support with ERTMS projects (framework, approvals, guidance, and training especially for operation and maintenance);

- › To provide other technical assistance / expertise and prepare and coordinate all the related inputs foreseen in the contribution agreement relevant to ERTMS streams of work.

The above lists of tasks are not exhaustive and may depend on assignment to projects and priority areas, in accordance with the matrix management.

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 Union¹, 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 service²;
- › Meet the character requirements for the duties involved³;
- › Be physically fit to perform the duties linked to the post⁴;
- › Have a very good knowledge of an official language⁵ of the European Union and a satisfactory knowledge of another official language⁶ 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 66⁷.

2. Minimum qualifications:

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

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

For the 3 fields, 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.

¹ 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

² If applicable

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

⁴ 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

⁵ 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>

⁶ 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)

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

Selection criteria used to assess the candidates' applications **for the 3 fields:**

- › University studies in the field of Engineering OR Economics OR Business Administration OR other transport related curricula;
- › At least 3 years of relevant professional experience following award of the diploma related to the tasks listed in the job content (see Section I – Job Content);
- › Minimum 1 year of proven experience in project management;
- › Minimum 1 year of proven experience in working in a European/international and/or multicultural environment;
- › Very good knowledge of the English language (as proficient user-C1 level in the 3 domains: speaking, writing and understanding).

Additional selection criterion for FIELDS 1 and 3: Rail Safety and ERTMS

- › Good knowledge of **one or more** of the following EU languages⁸ (spoken and written as independent user-B2 level in the 3 domains: Speaking, Writing and Understanding): French or Spanish or Portuguese.

Additional selection criterion for FIELD 2: Rail Interoperability:

- › Good knowledge of **one or more** of the following languages⁹ (spoken and written as independent user-B2 level in the 3 domains: Speaking, Writing and Understanding): French or Spanish or Portuguese or Russian

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

For the 3 fields, 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:

For the interview: criteria for the 3 fields:**Hard skills:**

- › Knowledge of EU policies and regulations related to the job content;
- › Knowledge of EU and international technical standards related to the job content;
- › Knowledge of data analysis;
- › Ability to draft comprehensive technical notes, analytical assessments, training materials and briefings regarding the operational, technical, and regulatory status of railway systems. This includes a demonstrated capacity to formulate strategic recommendations and actionable policy advice;

⁸ On the basis of the workload of activities for the Inter-Institutional relations and Communication Unit, the Agency needs additional staff having a good knowledge of additional EU official languages, a minimum B2 level in the 3 domains: Speaking, Writing and Understanding

⁹ See footnote 8

- › Ability to clearly communicate and engage in an effective manner with colleagues, hierarchical superiors, and external partners at different levels;
- › Ability to communicate complex / comprehensive subjects, EU railway policy, technical standards, and regulatory frameworks clearly and effectively to diverse audiences without prior technical expertise in the rail sector;
- › Ability to communicate in English (as proficient user-C1 level);
- › Ability to communicate in the 2nd language as per the requirements in every profile Safety/Interoperability/ERTMS (as independent user-B2 level);

Soft skills (only assessed during the oral interview):

- › Motivation;
- › Strong advocacy, problem solving and organisational skills;
- › Proven ability to work in a multicultural environment team/projects;
- › Teamwork attitude and networking skills;
- › Strong pro-active skills and sound level of accountability;
- › Ability to work under pressure and to deliver within precise deadlines, to organise the workload and to prioritise tasks;
- › Capacity to work independently.

For the written test: criteria for the 3 fields:

- › Knowledge and competencies related to the specific post;
- › Ability to communicate effectively in written English (as proficient user-C1 level);
- › Conceptual and analytical skills;
- › Ability to extract, summarise and present key points from technical discussions;
- › Familiarity with Microsoft Office tools (Word, Excel, project planning tools, etc.).

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.

For the additional official languages of the European Union for the fields 1, 2, and 3: **candidates shall be requested to provide supporting documents / evidence they possess the necessary level.**

For the Russian language for field 2: **candidates shall be requested to provide supporting documents / evidence they possess the necessary level.**

These languages may also be qualitatively tested during the oral interview and/or written test.

For the 3 fields, the scores for the interviews and the written test are established as follows:

- › Total score for the interview: **70 points** Minimum score to pass: **42 points (60% of 70);**
- › Total score for the written test: **30 points** Minimum score to pass: **18 points (60% of 30).**

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

V – SUMMARY	
The Agency: Click here for the description of the Agency and its activities in the different EU languages.	
Date of publication: 11/09/2026	Deadline for applications: 22/10/2026 (23.59 CET, Valenciennes local time)
Type of contract: Contract Agent 3 (a) Function group and grade: FGIV	Place of employment: 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.
Duration of contract: The contract is linked to the starting date and ending dates of the contribution agreement (renewable depending on budget availability).	Monthly basic salary: 4.449,31 EUR at step 1 with a weighting factor of 13,6 % plus specific allowances where applicable
Applications to be sent by email only to mailbox: jobs@era.europa.eu until 22/10/2026 (23.59 CET, Valenciennes local time) at the latest	Reserve lists: a maximum of candidates will be placed on the corresponding reserve lists which are valid until: “see duration of contract” with the possibility of extension
Application procedure: click here	Selection procedure: click here
Appeal and complaint procedures: click here	Data protection: click on: Data protection European Union Agency for Railways (europa.eu) and scroll down to “Selection and engagement of the Agency Staff (TA, CA, SNE and trainees) section”