

VACANCY NOTICE AD/ICT/1/2026

The **European University Institute (EUI)**, based in **Florence, Italy** is organising a selection procedure based on qualifications and tests to draw up a reserve list for the post of

**Director
of the Information and Communication Technology (ICT) Service**
(Temporary Agent, type 2g CEOS, AD11¹)

**Be the technological architect of Europe's research university
in the social sciences and humanities.**

The [European University Institute](#) (EUI), founded in 1972 and located in Florence, Italy, is a treaty-based post-graduate institution dedicated to advanced research and training with a unique European focus.

We seek a forward-thinking leader to manage the digital infrastructure that supports our University's vital mission to provide orientation to the development of Europe through research, engagement, and communication. The new ICT Director will also contribute to the development of the EUI's new Tech Hub and Research Map.

This pivotal role requires driving digital transformation and ensuring a truly multicultural community of over 1000 academics has the technological foundations to research, learn, debate, and communicate about the future of Europe.

This is a unique opportunity to contribute to the advancement of a leading academic institution by driving innovation, establishing digital sovereignty pathways, and ensuring excellence in ICT at the very heart of the European project.

Who We Are

The [European University Institute \(EUI\)](#) at a glance:

- **an international organisation** set up in 1972;
- a research university focusing on **post-graduate, doctoral and post-doctoral studies, and advanced research;**
- located in the hills overlooking the city of Florence, Italy.

The Institute also hosts the Historical Archives of the European Union.



[Learn more about the European University Institute.](#)

¹ cf. Annex II

Our Unit

The **EUI Information and Communication Technology (ICT) Service** provides the digital infrastructure and essential technology services that enable the Institute's academic and administrative activities. It ensures secure, reliable and high-performance data, visual and voice communication across the EUI community and with external partners. It supports both centralised and decentralised applications, providing the flexibility required by diverse institutional needs. It operates identity and access management services, user support functions, and a central Helpdesk to maintain high-quality service delivery. It also supports learning technologies, audiovisual environments, enterprise systems, integrations, and campuswide networks to ensure efficient, modern and accessible digital operations. The Service ensures the security, integrity and resilience of the Institute's systems and digital assets, and contributes to robust business processes, management information systems, and IT governance.

Your Key Responsibilities

The **European University Institute (EUI)** is seeking an outstanding, forward-thinking leader with strong management capabilities to head its Information and Communication Technology Service.

This strategic role is pivotal in shaping and delivering a comprehensive IT strategy that supports the EUI's academic mission and operational excellence, and in driving its digital transformation agenda.

Reporting to the Chief Operating Officer, the **ICT Director** provides strategic leadership and direction for all ICT operations and infrastructure.

The Director leads a team of 29 highly skilled professionals in delivering secure, resilient, and forward-looking digital systems and services that support the Institute's teaching, learning, research, and administrative activities. The Service is currently organised into five technical sectors, (Systems and Networks, Administrative Systems, Information Security, User Support, and Web), and is supported by a Budget, Finance and Administration team. In addition, the teams are reinforced by 19 full-time equivalent outsourced staff.

The Director ensures the provision of robust and responsive IT services to the academic community, guarantees the availability of efficient and agile systems for administrative functions, and establishes and maintains a strong technical support framework. The Director is also the driver of the Institute's digitalisation roadmap, ensuring that ICT capabilities evolve in line with institutional priorities and emerging technological needs. Finally, the Director ensures the availability of internal expertise on European software and solutions, supporting the assessment of their operational performance, security, and strategic relevance vis-à-vis offerings from leading non-European providers.

The main responsibilities of the role include:

Strategic Planning & Policy Development: Defining and implementing the ICT Service's strategic direction in alignment with EUI strategic objectives, ensuring performance, security, innovation and business continuity. Advising senior leadership on ICT matters and contributing to the overall **EUI Strategy**, in particular by driving digital transformation processes and enabling the digital tools required for research and educational excellence and agile and efficient administration. Contributing to the development of the EUI's new Tech Hub and Research Map. Defining digital sovereignty pathways in light of evolving European regulatory frameworks, data governance requirements, and institutional risk management.

Operational Oversight: Approving, prioritising, and leading projects and the project portfolio as they relate to the selection, acquisition, development, and installation of major information systems. Maintaining and further developing a robust digital infrastructure and technical support for communication, collaboration, research, and learning.

Leadership & Staff Management: Developing and maintaining an ICT organisational structure that supports the priorities and needs of the EUI. Supervising and developing ICT Service staff, overseeing recruitment and performance management, and fostering a motivated, high-performing team, working environment and job satisfaction.

Representation & Communication: Representing the ICT Service internally and the EUI externally, engaging with international and academic ICT networks, and managing relationships with external suppliers and high-level stakeholders.

Governance & Accountability: Reporting to the Chief Operating Officer, being a member of the EUI Management Team, and ensuring sound financial management, including ICT budget and procurement responsibilities.

Expertise & Innovation: Providing executive-level guidance grounded in current best practice for the ICT Service's areas of responsibility. Staying abreast of emerging technologies, trends and risks in the IT sector – in particular regarding academic technology-driven innovative research - and providing informed guidance to senior leadership on their academic, competitive, and financial implications.

Your Key Competencies

All staff at the EUI share the following competencies:

- Ethics and integrity
- Working in a multicultural environment
- Accountability
- Delivering quality and results



Competencies specific to the **role** include the following:

- Technological awareness
- Strategic thinking
- Leadership and Team management
- Project and stakeholder management
- Change management
- Creativity and innovation
- Problem solving

The competencies mentioned above may be assessed at the written test and/or interview stage.

Read more on [EUI Competency Framework](#)

What We Offer

- A vital role in creating a conducive environment for scholars in Europe's research university with a focus on master's, doctoral and post-doctoral studies in the social sciences and humanities;
- The opportunity to join a truly multicultural community of more than 1000 academics and professionals at all career



stages of approximately 85 different nationalities working on the future of the European project;

- The commitment to a genuine culture of equality, diversity and inclusiveness, and to attracting, encouraging and retaining a diverse and highly qualified workforce;
- A world-class research library, the Historical Archives of the European Union, and many other excellent research facilities;
- Language courses and soft skills training opportunities;
- Access to all EUI facilities: library, crèche, cafeteria, gym, participation in seminars and workshops;
- A competitive salary package including health and pension plan;
- A healthy work-life balance in a family-friendly environment.

How To Apply

Applications must be submitted electronically using the **AD/ICT/1/2026** online application form available at <https://www.eui.eu/About/JobOpportunities/Open-competitions-for-administrative-posts>

CLOSING DATE FOR APPLICATIONS:
MONDAY, 16th MARCH 2026 at 23:59 CET

Before completing the online application form you are invited to read ANNEXES I & II that represent an integral part of this vacancy notice.

Annex I – Eligibility and Selection Criteria

ELIGIBILITY CRITERIA

On the closing date for online applications, you must fulfil all the following general and specific conditions:

1. General conditions

- Being a **national of a Member State of the European Union**;
- Enjoying full rights as a citizen attested by a recent extract from judicial records and/or certificate of good conduct proving no previous conviction for a criminal or administrative offence that could call into question his/her suitability for performing the duties of the post;
- Having fulfilled any obligations imposed by the laws on military service;
- Being physically fit to perform the duties.²

2. Specific conditions

2.1 Education (Qualifications)

- A level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four (4) 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 (1) year when the normal period of university education is at least three (3) years. This professional experience will be considered part of the educational qualification and will not be taken into account in the required number of years of professional experience under 2.2.

² As a condition for the engagement, the successful candidate shall be medically examined in order for the EUI to prove that they fulfil the requirement of Article 12(2)(d) of the Conditions of Employment of Other Servants.

Only diplomas and certificates that have been awarded in EU Member States, or that are the subject of equivalence certificates issued by authorities in the Member States *by the deadline for applications*, shall be taken into consideration. If your diploma was issued outside the EU, please indicate in your application that you hold an equivalence certificate (*NARIC 'statement of comparability'*); otherwise, your application will be deemed ineligible.³

2.2. Professional experience⁴

By the deadline for applications, and in addition to the qualifications required above, candidates must have **at least ten (10)** years of professional experience gained after obtaining the diploma required under 2.1.

2.3 Knowledge of Languages⁵

- Main language: have a thorough knowledge of one official language of the European Union; and
- Second language: a satisfactory knowledge of another official language of the European Union to the extent necessary for the performance of the duties.

SELECTION CRITERIA

Applications that fulfil the above eligibility criteria will be assessed against the following requirements:

Essential

1. **University degree** in Computer Engineering, Computer Science, Information Systems, Information Technology, Telecommunications Engineering, Business Administration, Management, or a closely related field;
2. **At least five years** of recent and proven **leadership and management experience**, and demonstrated ability to motivate, inspire and successfully manage multidisciplinary **ICT teams**;
3. Proven **experience** in **ICT** planning, development and with digital transformation processes, in the **public or private sector**, in an **international** environment;
4. Proven **knowledge** of **Information and Communication Technology**, including IT principles, infrastructure and service management, information security and cybersecurity, digitalisation roadmaps, platforms and emerging technologies in **academic or administrative contexts**, gained through professional experience and/or training;

³ If you have a diploma recognised in an EU Member State, you don't need NARIC recognition for your lower level diploma(s). Example: If you have a Bachelor's degree from a university outside the EU, and a Master's degree from an EU university, you don't need NARIC recognition for the Bachelor's degree. Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

⁴ Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to this post. Only duly documented professional activity (i.e. remunerated employment or self-employment) is taken into account. Part-time work will be taken into account in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Completed PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once.

⁵ Recruited candidates shall be required to demonstrate before their first promotion the ability to work in a third EU language.

5. Excellent oral and written communication skills in **English**, both spoken and written (CEFR level: C1 or above).

Advantageous

6. Proven work experience in a **higher education and/or research** environment, including participation in international academic and/or social science-oriented **ICT networks**.

Candidates invited to the test and interview phase may also be assessed against the **competencies** listed under the "Your key competencies" section on page 3.