



The **Europe's Rail Joint Undertaking (EU-RAIL)**, based in Brussels, Belgium

is establishing a **reserve list** for a post of

**System Pillar Programme Manager
(Contract Agent, Grade FGIV)**

Please send us your application no later than **05 October 2025 at 23:59 (Central European Time/ Brussels time)**, following the instructions in the [ANNEX](#).

The purpose of this call is to establish a reserve list of suitable candidates which might be used to fill in a vacant position.

1. About EU-RAIL

The Europe's Rail Joint Undertaking (EU-RAIL) is a public-private partnership between the European Union and the rail sector, established by Council Regulation (EU)2021/2085 of 19/11/2021. The EU-RAIL, located in Brussels, is responsible for implementing the EU-RAIL Research and Innovation Programme, funded jointly by the Union and Industry Members of the Rail Sector, with a view to contributing to the European Union's Policy priorities and more specifically the Sustainable and Smart Mobility Strategy of December 2020.

EU-RAIL is the legal and universal successor of Shift2Rail Joint Undertaking (S2R JU) in respect of all contracts, including employment contracts and grant agreements, liabilities and acquired property of the S2R JU. The EU-RAIL Programme will last until end of 2031.

The EU-RAIL Programme is structured around two main pillars, the Innovation Pillar and the System Pillar, complemented by the Deployment Group to achieve an ambitious transformation of rail with innovative solutions expected to start entering in operational environment as from 2025-2026 horizon.

By 2031, EU-RAIL will have implemented research and innovation activities totalling EUR 2.2 billion since the establishment of S2R in 2016.

For further information, please consult the following website: <https://rail-research.europa.eu>

2. Job Description

To achieve such ambitious Programme, EU-RAIL offers the opportunity to join its professional team and make a difference in achieving a European smart and sustainable mobility and transport, via mission-oriented rail research and innovation.

We are looking for confident and committed Programme Managers for the System Pillar unit.

The System Pillar Programme Manager will report hierarchically to the Head of System Pillar, Communication and Outreach and has the following responsibilities:

- Coordinate the outputs of EU-RAIL into harmonised specifications and standards, including close working with the European Union Agency for Railways, and European Standardisation bodies.
- Update and maintenance of the EU-RAIL Standardisation and TSI Input Plan.
- Support to the activities of the EU-RAIL Deployment Group.

- Contribute and support the Head of System Pillar, Communication and Outreach with stakeholders' management activities towards harmonised standards and deployment.
- Programme planning and project management of System Pillar activities and processes (the activities of the System Pillar Core Group, System Pillar Tasks, System Pillar Horizontal activities, interfacing of System Pillar activities with the Innovation Pillar and third parties): determination and monitoring of outputs, milestones, resourcing and time requirements, and interdependencies between tasks;
- Budgets and contract management: oversight of contract delivery, expert reviews, capacity overviews and allocation (resources), support to financial management - bill-checks and accounting, financial controlling;
- Creation and maintenance of working process handbooks and process training for working processes supporting the programme and project management of the System Pillar
- Support to the organisation of meetings and events for the System Pillar, including representation in external events;
- Contributing to the dissemination of EU-RAIL activities/outputs in line with the established communication strategy;
- Document management (official formal repository and website) incl. formal document checks (quality assurance) and release management.
- Taking on additional tasks as required in the interest of the service, as indicated by his/her line manager.

3. Eligibility criteria

Candidates will be considered for the selection phase on the basis of the following criteria to be fulfilled by the closing date for applications.

3.1. General conditions

- be a national of a member state of the European Union;
- enjoy his/ her full rights as a citizen¹;
- have fulfilled any obligations imposed by the applicable laws concerning military service;
- be physically fit to perform the duties linked to the post²;
- meet the character requirements for the duties involved;
- have a thorough knowledge of one of the official EU languages and a satisfactory knowledge (at least B2 level) of another of these languages to the extent necessary for the performance of their duties.

3.2. Education

- Have a level of education³ which corresponds to completed university studies of at least three (3) years attested by a diploma;

Only qualifications awarded in an EU Member State or that are subject to an equivalence certificate issued by an authority in a said EU Member State shall be taken into consideration.

In case you do not fulfil all the eligibility criteria, your application will not be taken into consideration. Eligibility criteria must be fulfilled by the deadline for applications, and maintained throughout the selection procedure and appointment.

4. Selection criteria

Candidates selected based on the above eligibility criteria will then be evaluated according to the following selection criteria:

4.1. Essential qualifications and experience

- At least 4 years of professional experience¹ acquired in positions involving tasks similar to those identified in the job description of the post;
- At least 4 years of professional experience in project and programme management, supporting the delivery of complex and high value projects;
- Excellent command of both written and spoken English, as this is the working language of EU-RAIL.

4.2. Advantageous qualifications and experience (to be considered individually)

- Relevant experience with H2020 EU Research and Innovation programme or similar research funding or other Union programmes;
- Proven knowledge (by experience and/or relevant academic studies) of the rail sector;
- Relevant experience of European standardisation processes/rail Technical Specifications for Interoperability
- Professional accreditation for project management
- Knowledge of model based system engineering and related tools

4.3. Behavioural competences

- Motivation – open, flexible, and positive attitude;
- Excellent inter-personal and communication skills;
- Excellent analytical, planning and organizational skills and ability to define priorities;
- Ability to work under pressure, deliver results, and respect deadlines;
- Service-oriented, results-driven and flexible attitude;
- Sense of initiative, responsibility, commitment and team spirit.

In order to be evaluated in the best possible way, candidates are invited to be as detailed and as clear as possible when describing their professional experience, specific skills and competences in their application form.

5. Reserve list

The purpose of this vacancy notice is to establish a reserve list of suitable candidates which may be used to fill in a vacant post.

Candidates should note that inclusion on the reserve list does not guarantee recruitment. Recruitment will be based on availability of posts and budget. The reserve list for this post will be valid until **31 December 2026** and may be extended at the discretion of the Appointing Authority of EU-RAIL.

The reserve list might be shared with other Joint Undertakings or EU Agencies to cover a similar position. Should this be the case, candidates on the reserve list will be requested to provide their explicit consent prior to sharing their personal data to any other EU entities. More information on when the EU-Rail processes your personal data is available at the [EU-Rail Data Protection & Legal Notices](#) and the [Data Protection Register and Privacy Notices](#).

6. Equal opportunities

EU-RAIL, as a European Union body, applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

¹ Professional experience is counted only from the date the candidate obtained the diploma required for being eligible.

7. Conditions of employment

The place of employment will be **Brussels**, where the Joint Undertaking premises are located.

The successful candidate will be recruited as a **Contract Agent FGIV**, pursuant to Article 3(a) of the Conditions of Employment of Other Servants of the European Communities, for a period of three (3) years. After an evaluation of the job holder's performance, and subject to budget availability, the term of office may be extended. The period of engagement will not in any case exceed the lifetime of EU-RAIL.

Candidates should note the requirement under the Conditions of Employment of Other Servants for all new staff to complete successfully a probationary period.

Expected starting date: As soon as possible

8. Pay and welfare benefits

The pay of staff members consists of a basic salary supplemented with specific allowances, including expatriation or family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants available at the following address:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

Salaries are exempted from national tax, instead a Community tax at source is paid.

Important Note

Candidates are kindly advised to read the [ANNEX](#) that represents an integral part of this vacancy and provides information on how to complete the application, the steps of the selection process and appeal procedures.

- 1. Prior to the appointment, the successful candidate will be asked to provide a certificate of good conduct, confirming the absence of any criminal record.*
- 2. Prior to the appointment, the successful candidate shall be medically examined by one of the European Institutions' medical officers in order that EU-RAIL may be satisfied that he/she fulfils the requirement of article 28 (e) of the Staff Regulations of the Officials of the European Communities.*
- 3. Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted. Any academic qualification mentioned in the application form shall be duly supported by evidence (original or certified copies of e.g. diplomas, certification, etc.). In instances where diplomas are obtained from a non-EU Member State, EU-RAIL may request the candidate to provide a relevant document of comparability issued by a recognised authority.*

