



MAKE A DIFFERENCE – JOIN THE EUROPEAN COMMISSION

Do you want to help shape the future of the European Union? Make the planet greener, promote a fairer society, or support businesses and innovation across the EU? Then come and work for the European Commission where you can really make a difference!

Commission staff are a diverse group of people, who are motivated to help make Europe – and the world – a better place. They come from the 27 Member States of the European Union. Different nationalities, languages and cultures make the Commission a vibrant and inclusive working place.

WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
- Opportunities to try several areas of work throughout your career;
- Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
- We are also proud to be an equal opportunity employer and promote diversity and inclusion.

We recruit from a wide range of backgrounds:

We are not only recruiting political scientists and lawyers but also looking for all kinds of profiles, including natural scientists, linguists and economists, as well as drivers and engineers.

For more information ec.europa.eu/work-with-us.



STAFF RECRUITED ON CONTRACTS

In addition to permanent officials, the European Commission often recruits non-permanent staff. There are two categories of non-permanent staff:

- [temporary agents](#) are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
- [contract agents](#) may provide additional capacity in specialised fields where an insufficient number of officials is available or carry out a number of administrative or manual tasks. They are generally recruited for fixed-term contracts (maximum 6 years in any EU Institution), but in some cases they can be offered contracts for an indefinite duration (in offices, agencies, delegations or representations).

For more information on different [staff categories](#).



Audit Team Leader – Poland

Directorate-General for Regional and Urban Policy of the European Commission

Selection reference: REGIO/COM/2024/509

Domain: Audit

Where: REGIO.EMPL.DAC.2, Brussels

Staff category and Function Group: Temporary agent 2b/2d - Administrator

Grade: AD 5-7

Publication deadline: 07.03.2024 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Regional and Urban Policy (REGIO) and the Directorate General for Employment, Social Affairs and Inclusion (EMPL) have created a Joint Audit Directorate for Cohesion (hereafter DAC) by merging their operational and coordination audit units into one entity. The successful candidate will, therefore, be part of this DAC Directorate.

The Audit Unit REGIO.EMPL.DAC.2 in DG REGIO is responsible for audit of the Regional Development Fund (ERDF), European Social Fund (ESF), Youth Employment Initiative (YEI), Fund for European Aid to the Most Deprived (FEAD) and the Cohesion Fund (CF) assistance and relations with national audit bodies in Poland, Czechia and Slovakia and is also responsible for the audit of the European Neighbourhood Instrument- Cross Border Cooperation (ENI CBC) programmes.

The Unit plays an important role in ensuring, in close cooperation with our counterparts in the Member States and other Units of DG REGIO and EMPL, that the ESIF management and control systems implemented by Member States comply with requirements of EU regulations and are functioning effectively to prevent and detect errors, irregularities and fraud and assure the legality and the regularity of the expenditure declared to the Commission.

WE PROPOSE

We offer a dynamic and stimulating working environment with many external contacts. We are looking for a motivated colleague to join our team and to take on the responsibility, as Team Leader, of the team in charge of the audit of the management and control systems and

(Selection reference REGIO/COM/2024/509)



expenditure declared by Poland. The new colleague will contribute to the implementation of the audit strategy of the Directorate Generals and to the provision of an annual audit opinion on the Member States' management and control systems under the responsibility of his/her team. As Team Leader, the new colleague will plan, steer, co-ordinate, supervise and control the work of a dynamic and committed team of 8 auditors in close co-operation and under supervision of the Head of Unit/Deputy. He/she will as well ensure quality standards and timeliness of the output of the team in line with applicable International Standards on Auditing. The job involves participation in a number of on-the-spot audit missions in Poland. The colleague may carry out work in other countries on behalf of the Unit or Directorate as part of the policy to ensure flexible use of resources and exchange of experience between teams and may be called to participate in the further development of audit tools and procedures of the Directorate.

WE LOOK FOR

The job requires strong analytical skills, good common sense, and ability to work both independently and as Team Leader of an audit team. Previous experience of audit work or operational experience with ESI funds, and experience in the management and co-ordination of teams gained inside or outside the Commission services are assets for this post. Good written/oral communication skills in Polish are also an asset for the post; very good drafting abilities in English are required. A sense of responsibility and initiative, a constructive service-oriented approach and a strong team spirit are also looked for.

HOW TO EXPRESS YOUR INTEREST?

You should send your documents in a single pdf in the following order:

1. your CV 2. motivation letter 3. duly filled in application form.

Please send these documents by the publication deadline to Ilse.VAN-DEN-ABEELE@ec.europa.eu indicating the selection reference REGIO/COM/2024/509 in the subject.

No applications will be accepted after the publication deadline.



ANNEX

1. Selection

➤ Am I eligible to apply?

You must meet the following eligibility criteria when you validate your application:

Our rules provide that you can only be recruited as a temporary agent at the European Commission if you:

General criteria:

- Are a citizen of a Member State of the EU and enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by applicable laws concerning military service;
- Are physically fit to perform the duties linked to the post;
- Produce the appropriate character references as to suitability for the performance of the duties.

Qualifications:

In order to be recruited in this position, you must have at least a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU¹
- AND a satisfactory knowledge (minimum level B2) of a second official language of the EU, to the extent necessary for the performance of the duties.

¹ The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).



➤ **What about the selection steps?**

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority. Only in the case that no suitable candidate can be found from the afore-mentioned categories this vacancy notice is published and is open to other applicants².

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase will be notified.**

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates and of the institution, the selection procedure will be carried out in English and possibly in a second official language.

2. Recruitment

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission.

➤ **Type of contract and working conditions**

The place of employment will be in **Brussels**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

² Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



The recruitment grade, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous appropriate professional experience, in accordance with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The duration of the **1st contract will be of 1 to 3 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service. The duration of the extension will be defined according to the General Implementation Rules in force at that moment, in accordance with [Commission Decision C\(2013\)9049](#) on policies for the engagement and use of temporary agents.

All new staff have to successfully complete a 9-month probationary period.

The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Should you need further information on working conditions, please refer to [Working conditions and benefits of EU Careers](#).

For information related to Data Protection, please see the [Specific Privacy Statement](#) under “7. Information to data subjects on their rights”, to find your rights and how to exercise them in addition to the privacy statement, which summarises the processing of your data.