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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](#).



Policy officer

Directorate-General for Climate Action (DG CLIMA) of the European Commission

Selection reference: CLIMA/COM/2024/668

Domain: European Public Administration

Where: Unit CLIMA.B.3 - „Mobility (I): Road“, Brussels

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

Grade: AD5-AD7

Publication deadline: 26.03.2024 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Climate Action (DG CLIMA) leads the European Commission's efforts to fight climate change, the defining challenge of our times. Our mission, based on the European Green Deal and the European Climate Law, is to formulate and implement policies and strategies that will enable the EU to meet its climate targets and achieve its planned transition to a climate neutral economy. Directorate B "Carbon Markets & Clean Mobility" is responsible to ensure the proper functioning, integrity and implementation of the EU Emission Trading System (EU ETS) and its future developments, as well as to promote clean mobility, including through the CO₂ standards for road vehicles, Emission Trading System and other policies for the decarbonisation of all modes of transport.

The Unit B.3 in DG CLIMA is in charge of EU climate policy and action in road transport. Our mission is to strive for a sustainable and decarbonised transport system which, in particular, addresses the climate impacts from road vehicles and fuels. We are a team of 18 policy officers. We work in close collaboration with other units of DG CLIMA in charge of EU climate policy development and other Commission services – notably DGs GROW (Internal Market, Industry, Entrepreneurship and SMEs), ENER (Energy), MOVE (Mobility and Transport), ENV (Environment), JRC (Joint Research Center) and the SG (Secretariat-General)– as well the Member States and with industry, NGOs and other stakeholders.

WE PROPOSE

Unit B.3 of DG CLIMA is seeking to hire one policy officer, in an area of work with both high political sensitivity and high technical complexity.

The position will consist of contributing to the Unit's work for the implementation and development of legislation related to the CO₂ emissions from heavy-duty vehicles (HDVs). It will consist in particular of contributing to the further development of the 'VECTO' simulation tool used for the determination of energy consumption and CO₂ emissions from HDVs under the type approval



legislation, in collaboration with the JRC; and working on trailers certification. In this context, the position will involve preparation and implementation of CO₂ emissions determination methodology for HDVs and energy efficiency determination of trailers, helping to further develop the Unit's understanding on the trailers' industry, and drafting appropriate legislation to give effect to the CO₂ emission reduction of road vehicles so that it may be monitored and verified.

The position requires working in close collaboration with a team of colleagues to ensure the proper and timely implementation of the CO₂ standards, as well as the preparation of the technical aspects of secondary legislation. It also requires coordination with the relevant vehicle type approval and emissions legislation under the responsibility of DG GROW, in view of the strong interlinkages with the CO₂ emission standards for new vehicles. The position also involves close cooperation with other Commission services (Legal Service, JRC, MOVE) and the European Environment Agency (EEA), as well as with industry and other stakeholders such as Member State authorities and NGOs; managing Commission funded projects relating to these tasks; preparing briefings, letters, etc.; and attending meetings and giving presentations.

WE LOOK FOR

We are looking for candidates with a University diploma, with a scientific or technical background (for example in engineering), and the necessary skills and operational ability to deal with highly technical issues relating to climate and sustainable transport policies.

The ideal candidate should have a professional experience of 3+ years in a field related to climate and/or transport policies and/or vehicles type approval. The candidate should ideally have good knowledge of EU climate policies. Experiences in preparing and implementing EU policies/legislation would be an asset.

We look for candidates who combine experience of working with stakeholders, experience of project management, team spirit, strong organisational and inter-cultural communication skills, and readiness to adapt quickly to a new working environment.

An excellent command of oral and written English is necessary for the performance of duties. Knowledge of other EU languages will be considered an asset.



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 edoardo.turano@ec.europa.eu indicating the selection reference CLIMA/COM/2024/668 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.**

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.

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



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.