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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.

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- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
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- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
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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 Analyst

Directorate-General for Agriculture and Rural Development (DG AGRI) of the European Commission

Selection reference: AGRI/COM/2024/1032

Domain*: European Public Administration

Where: Unit AGRI.C.1 - „CAP Strategic Plans coordination

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

Grade: AD 5-7

Publication deadline: 16.05.2024 - 12.00 (Brussels time)

WE ARE

We are Unit C.1, created in the re-organisation of DG AGRI. We are at the core of the new CAP, as we are responsible for the general coordination in relation to the CAP Strategic Plans. Our task is ensuring a coherent approach to implementing CAP in Member States, including through the assessment of CAP Strategic Plans and the coordination of reporting and monitoring of programmes' implementation.

Unit C.1 is also in charge of the Secretariat of the DG AGRI CAP Strategic Board, which ensures coherence and consistency of the approach with regard to the CAP Strategic Plans, thus our Unit has a high visibility in DG AGRI. The Unit facilitates development and transfer of knowledge, as well as coordinated and consistent approach in the National Strategies Units' and provides assistance to Member States with CAP Plans. The Unit is also the business owner of the AGRI WIKI, ensuring that DG AGRI colleagues can co-develop and share knowledge in a collaborative manner.

The Unit also coordinates with other instruments of the Common Agricultural Policy, other Union policies such as those related mainly to the Recovery and Resilience Facility (RRF) facility and Structural Reform Support Programmes as well as Cohesion policy with a view to maximising the DG AGRI contribution to the Union's strategic goals.

Concerning the Integrated Administration and Control System (IACS), we coordinate DG AGRI's position on IACS-relevant matters (including LPIS). In particular, we develop and follow up of the IACS legislative framework, also to respond to new technologies and policy drivers such as satellite driven area monitoring. The Unit supports Member States in their current implementation of IACS and in the IACS-linked transition to the new CAP and it monitors the quality of information stemming from IACS.

Finally, the Unit is also responsible for the coordination of the ongoing 2014-2022 Rural development programmes with regard to their implementation, modification and closure.

(Selection reference AGRI/COM/2024/1032)



WE PROPOSE

The future jobholder will contribute to the implementation and coordination of the CAP by supporting Member States' CAP Strategic plans laying out how Member States use agricultural Funds, and analysing Rural Development Programmes, whose closure is in preparation. This implies contributing to the coordination and assessment of CAP plans, within the remit of Unit C.1 and supporting geographical units in the implementation of CAP Strategic Plans, notably concerning regional aspects of the CAP Strategic Plans and the partnership process.

Coordination between the CAP and other EU policies is an important task of the unit. You will:

- ensure, independently and as part of the team, general policy coordination between the CAP and the Structural Funds, RRF and the European semester
- participate in the coordination of CAP plans and RDP amendments (considering the linguistic profile), also in view of the RDP closure analysis
- contribute to the preparation of CAP and RDP related information requests and briefings addressed to DG AGRI hierarchy, the Cabinet and Member States
- contribution to the MFF process and preparatory actions for the next CAP Strategic Plan programming period.

Our coordination of the CAP Strategic plans generates interest from within the Institutions and external stakeholders. Thus, you will be asked to assist in preparation of related information requests and briefings addressed to DG AGRI' hierarchy, the Cabinet and Member States. Contribute to providing to information requests from the European Institutions, Member State's authorities and the general public. This includes also to help to share knowledge via your work of the European Network for Rural Development.

WE LOOK FOR

We look for an enthusiastic, resilient, and team-oriented colleague to welcome in our new Unit.

The fact that we are dealing to a large extent with a new CAP, implies that we have to react quickly to changing requests in dynamic environment. We work in teams, and the new colleague would mostly work in the team coordinating CAP Plan preparation and implementation. Hence, good team skills, the ability to work quite independently under pressure and a good sense of initiative, understanding complex technical and policy issues as well as political judgement is needed. In return, we offer a friendly and supportive work environment, a collegial and open work style, as well as an opportunity to contribute defining your tasks based on skills and experience. Work and family life balance is important to us.

Due to the skills needed in the unit, the post is most suitable for a graduate in agricultural sciences or possessing a similar background; however other profiles will be considered. Previous work experience in a European Institution would be an important advantage, in particular hands-on experience in the negotiation, development and management of CAP and Common Provision Regulation policies and programmes, RFF, and the European Semester, ideally including experience in managing RDPs and being familiar with rural area policy coordination. Furthermore, experience in



European administration and its decision-making processes.

As you will be asked to assist in the coordination of CAP plans and the preparation of related information requests and briefings addressed to DG AGRI hierarchy, the Cabinet and Member States, we expect excellent command of English; knowledge of French and other languages is 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 AGRI-HR-CORRESPONDENT@ec.europa.eu indicating the selection reference AGRI/COM/2024/1032 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) 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.