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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](#).



Programme Manager

Directorate-General for Regional and Urban Policy (DG REGIO) of the European Commission

Selection reference: REGIO/COM/2024/747

Domain: European Public Administration

Where: Unit REGIO.E.2 - „Croatia and Romania“, Brussels

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

Grade: AD5-AD7

Publication deadline: 03.05.2024 - 12.00 (Brussels time)

WE ARE

Unit REGIO.E.2 is responsible for designing and implementing cohesion policy in Croatia and Romania. Our mission is to ensure that cohesion policy funding for Croatia and Romania has a positive impact on boosting investments in key areas such as smart and inclusive growth, research and innovation, digitalisation, sustainable transport, energy, and environmental infrastructure. These investments are fundamental preconditions for both countries to converge to EU level. At the same time the EU funding overseen by our unit aims to increase effective investment in physical and digital infrastructure, tourism and culture, education and health and address social challenges, fight poverty and favour inclusion of the most deprived regions and vulnerable groups. The unit cooperates with various Directorates-General (DGs) within the Commission, including DG EMPL (European Social Fund Plus), SG RECOVER (Recovery and Resilience Plan), DG REFORM (technical assistance), DG CLIMA (climate change), DG ENV (environment), DG ENER (energy), DG MOVE (transport) and others. The unit consists of 21 staff members of different nationalities, representing a community of knowledgeable and friendly professionals who are supporting each other, share experiences, and promote good practices.

WE PROPOSE

Unit REGIO.E.2 is seeking to hire one Programme Manager.

The position will consist of development and implementation of cohesion policy programmes in Croatia, with a particular focus on policy objective 4: "A more social and inclusive Europe – implementing the European pillar of social rights". The successful candidate will be responsible for ensuring close alignment of policies priorities under this policy objective with European Regional Development Fund (ERDF) investments in Croatia with a specific emphasis on the deinstitutionalisation process and long-term care. As a part of the team, you will serve as a constructive and committed advisor to interlocutors in Croatia on matters of strategy, policy, and conditions necessary for effective investment. You will be responsible for coordinating activities with other Commission services, notably DG EMPL, DG EAC and DG SANTE. Close cooperation with



DG ECFIN and SG-RECOVER will also be required, particularly in the context of the European Semester and monitoring of the Croatian Recovery and Resilience Plan and its coordination with cohesion policy programmes.

The job entails a varied mix of activities ranging from conducting policy and socio-economic analysis, negotiation of programming documents, monitoring, communicating, and evaluating programmes, to the participation in monitoring committees and annual review meetings and establishing effective partnership with Croatian authorities and other stakeholders. These responsibilities might imply a number of missions each year.

WE LOOK FOR

We are looking for a dynamic, resourceful, motivated, and pro-active person, with a well-structured approach to work.

The ideal profile for the jobs is a person with a minimum of three years' experience in the EU programme management, EU funds and the EU internal policies with a focus on education, social inclusion, health, tourism, and culture. Excellent communication, negotiation, organisational skills, and the ability to analyse and contribute to policy conception are required. The job holder should thrive in a fast-moving environment where adaptability to new priorities is a fundamental aspect of daily work. Proficiency in English is essential. Additionally, proficiency in Croatian is considered advantageous, as it facilitates stronger relations with partners in Croatia and allows for a deeper understanding of economic, social, and political context in which cohesion policy funds are implemented in Croatia.



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 REGIO-CROATIA-ROMANIA@ec.europa.eu indicating the selection reference **REGIO/COM/2024/747** 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.