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.
Selection reference: HOME/COM/2024/881
Domain: Crisis Management and Internal Security
Where: Unit HOME.B.2 – „Schengen Governance”, Brussels
Staff category and Function Group: Temporary agent 2b – Administrator
Grade: AD 5-7
Publication deadline: 11.06.2024 - 12.00 (Brussels time)

WE ARE

Unit HOME.B.2 Schengen Governance leads on the work underpinning the governance of the Schengen area, protecting the application of the Schengen acquis, and promoting its further development. The Schengen area without controls at internal borders is an emblematic achievement of European integration. Since its foundations were laid in 1985, it has changed the daily reality of hundreds of millions of people. The Schengen project has torn down barriers, brought people closer together and strengthened European economies. The Unit is also responsible for the enlargement of the Schengen area.

The Unit gives strategic and operational steer to the Schengen evaluation and monitoring mechanism, which verifies the application of the Schengen acquis and ensures effective implementation of the actions to remedy the deficiencies identified in all Member States and Schengen associated countries. This mechanism covers among others the areas of Schengen external borders and internal security.

The Unit is also responsible for the annual report of the State of the Schengen area, which lies at the heart of the Schengen governance cycle. The report, underpinned by a Schengen Barometer and Scoreboard, presents a strategic and integrated assessment of the overall health of the Schengen area, as well as thematic and country-specific priorities ahead. The report is presented to the European Parliament in LIBE Committee and to the Member States in the ‘Schengen Council’, so the political ownership and follow-up is ensured.

WE PROPOSE

You will work in a team preparing, carrying out and following up the Schengen evaluation missions regarding external border management and the common visa policy, taking into account fundamental rights and the functioning of the authorities that apply the Schengen acquis. You will be in charge of the organisation, preparation and implementation of the Schengen evaluations, leading a team of Member State and agency experts during the mission, drafting evaluation reports and recommendations and monitoring the implementation of the action plan and follow up reports of the evaluated Member State. You will also ensure the overall coordination of the periodic

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evaluation of one or more Member States, with a view to the timely adoption of a comprehensive evaluation report and its presentation to the Schengen Committee.

In addition, you will actively contribute to the preparation of the State of Schengen reports, the Barometer and the Schengen Scoreboards to ensure that the operational findings are adequately reflected in the political Schengen governance cycle and the broader policy implementation and development.

You will work very closely with the other colleagues in the Schengen evaluation sector, as well as with the Schengen cycle sector in the same Unit, the various DG HOME policy, financial and operational units, the Secretariat-General, the Legal Service and DG JUST.

**WE LOOK FOR**

We are looking for a highly motivated and reliable colleague with excellent analytical and drafting skills and a developed sense of initiative and responsibility. Leading “Scheval” missions require both strong practical organisational skills as well as leadership and diplomatic skills, coupled with a strong sense of integrity and high ethical standards.

The ideal candidate has an in-depth and operational knowledge in one or more of the policy areas covered by the Schengen acquis and its legal basis: in particular in management of the external borders, absence of controls at Internal borders visa policy and large-scale information systems supporting the application of the Schengen acquis (SIS/EES/ETIAS). Having prior experience in Schengen evaluations and/or being a certified Schengen evaluator would be an asset, as well as sound knowledge of the EU and Schengen interinstitutional and inter-agency framework. The selected candidate should have an excellent oral and written command of English, knowledge of other EU languages would be an asset.

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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 HOME-B2-HR@ec.europa.eu indicating the selection reference HOME/COM/2024/881 in the subject.

No applications will be accepted after the publication deadline.

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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 EU
- 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.

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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).

(Reference: Selection reference HOME/COM/2024/881)
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 applicants.²

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. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

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 (Syper or inter-institutional vacancy portal).

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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.

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