



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](#).



FINANCIAL Assistant

in DG HOME “Migration and Home Affairs” of the European Commission

Job title: Financial Assistant-Initiating Agent - Grants

Domain: Budget and Finance

Where: Unit [HOME.E.5.001](#) “Budget and Reporting”, Brussels

Function Group: FG III

Contract Type: 3b

Express your interest until: 30.06.2024 - 12.00 (Brussels time)

WE ARE

The mission of unit HOME.E5 is to contribute to the overall development of the migration, border management and security priorities of the EU, by coordinating the budgetary procedure within DG HOME and managing data of the different IT systems used by Directorate E (ABAC, SUMMA, SFC, RDIS, COMPASS) for the implementation of the Funds in these areas. Through our work, we create synergies within DG HOME to ensure sound financial management, simplification of processes and respect for deadlines. Unit E5 is responsible for preparing the contribution of DG HOME to the annual budgetary procedure and for managing the administrative expenditure of the global envelope, including missions and meetings. Unit E.5 ensures also the financial initiation relating to programmes, projects and HOME agencies managed in Directorate E. Unit E.5 also provides an appropriate financial and operational reporting in line with the users’ requirements and contributes to the setting up and integration of the new IT systems linked to the implementation of the Funds in shared and direct management mode.

Based on mutual respect, the unit has a good team spirit that promotes collaboration and high levels of professional commitment.

WE PROPOSE

We propose an attractive “Financial assistant” position of Contract Agent FG III within a team of financial initiating agents dealing with direct, indirect and shared management in the field of Migration and Home Affairs.

In cooperation with the operational units, the successful candidate will be required to work on financial files managed by the Commission in the context of Union Actions and Emergency assistance in the area of the Asylum, Migration and Integration Fund, of the Internal Security Fund and of the Border Management and Visa Instrument. In particular, the position will lead to the implementation



of financial transactions (e.g.: commitments, payments, recovery orders) in COMPASS and ABAC/SUMMA workflow; the supervision of grant agreements, amendments and contribution agreements; the assessment of final financial statements submitted by the beneficiaries of grants; the examination of audit reports.

The Financial Initiating Agent must also provide advice and technical support to staff involved in the full financial process in order to solve specific financial issues as well as to ensure financial viability.

The work involves coordination with the unit “Audit and Compliance” as well as with all units within Directorate E. The successful candidate could also be required to manage financial operations in the context of procurement and indirect management.

WE LOOK FOR

We are looking for a colleague enthusiast to join our very dynamic team. The candidate should have a good knowledge of the Financial Regulation and ability to understand quickly legal and accounting documents in the context of the direct and indirect management.

He/she should have solid proven professional experience in project or financial management. An experience in the implementation of financial transactions in ABAC workflow is an asset. The position also requires a good command of excel sheets and of the business intelligence dashboards. A knowledge of COMPASS would be an advantage. He/she is expected to possess excellent interpersonal skills and should have a strongly service-oriented and structured approach to work.

The successful candidate will have problem recognition, analysis and resolution skills, and the ability to work in a team environment under the leadership of the head of sector. Full command of English is essential. A good knowledge of French is an asset.

HOW TO EXPRESS YOUR INTEREST?

With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:

1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](#). Please select under selection procedures for contract agent the CAST permanent profile that best suits your education and experience.
2. 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-RECRUITMENT-UNIT-E5@ec.europa.eu indicating the call for interest reference EC-2024-HOME-451582 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 contract 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 position;
- Produce the appropriate character references as to suitability for the performance of the duties.
- Have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](#) data base.

Qualifications:

(a) Have a level of post-secondary education attested by a diploma OR

(b) a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted.

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU¹
- AND have a satisfactory knowledge (minimum level B2)² 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).

² For details on language levels, please see the Common European Framework of Reference for Languages (<https://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).



➤ **What about the selection steps?**

The selecting unit chooses from the EPSO database³ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best candidates. Due to the large volume of applications that we may receive only candidates selected for the interview 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.

³ Therefore, candidates who did not pass already a CAST on the level Function Group III, should register their profile at this [address](#).



2. Recruitment

The candidate selected for recruitment will be requested to provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

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**.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the [Conditions of Employment of Other Servants](#), in function group FG III**. General information on Contract Agents can be found at this link.

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates' previous professional experience, in accordance with [Commission Decision C\(2017\)6760](#) laying down the criteria applicable to classification in step on engagement.

The duration of the first **contract will be of 1 year**. Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

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\(2017\)6760](#) on policies for the engagement and use of contract 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.