**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](https://commission.europa.eu/about-european-commission/organisational-structure/people-first-modernising-european-commission/people-first-working-european-commission_en).

**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**](https://epso.europa.eu/en/selection-procedure/how-apply) are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
* [**contract agents**](https://epso.europa.eu/en/selection-procedure/how-apply) 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](https://epso.europa.eu/en/eu-careers/staff-categories#tab-0).

**Policy officer**

**in DG CLIMA of the European Commission**

**Job title: Policy officer – environment and climate**

**Domain:** European Public Administration

**Where**: Unit CLIMA.C.1 - „Low Carbon Solutions (I): Montreal Protocol, Clean Cooling & Heating, Digital Transition“, Brussels

**Function Group**: FG IV

**Contract Type**: 3b

**Express your interest until**: 19.07.2024 - 12.00 (Brussels time)

**WE ARE**

# The Directorate-General for Climate Action (DG CLIMA) leads the European Commission's efforts to fight climate change at EU and international level. Its key mission is to formulate and implement EU climate policies and strategies, so that the EU can turn into the first climate-neutral and climate resilient continent by 2050.

# Unit C1 is contributing to achieving the EU’s climate objectives through policies that aim to protect the ozone layer and the climate against the adverse effects of ozone depleting substances (ODS) and fluorinated greenhouse gases (F-gases). ODS and F-gases are strongly warming gases that have been or still used in different types of processes, products and equipment, e.g. in refrigeration, heat pumps, medical inhalers, and foams. We also represent the EU in the international Montreal Protocol negotiations on ODS and F-gases. The unit is furthermore in charge of following climate related aspects of energy, circular and digital policies as well as standardisation policy.

# In 2024 new EU Regulations on ODS and F-gases entered into force to step up ambition in line with the EU climate objectives. For these Regulations to deliver good results they must be properly implemented. C1’s F-gas and ODS team is playing a pivotal role in this, preparing a large number of F-gas and ODS implementing rules. Furthermore, the team is operating EU-Wide systems for licensing ODS and F-gas trade as well as a quota system for producers and importers of hydrofluorocarbons (HFCs) that implies that HFC supply must be gradually reduced by almost 95% between 2015-2030 and phased out by 2050. For this purpose an IT tool – the F-gas Portal – has been developed. The team is also overseeing annual compliance reporting from companies.

# WE PROPOSE

# Unit C1 of DG CLIMA is seeking to hire one policy officer to work in F-gas and ODS team. The jobholder will help implement the F-gas Regulation (EU) 2024/573 and will mainly be working on tasks related to managing the quota and licencing system in the F-gas Portal and overseeing company reporting. This includes annual calculations and allocation of quotas; validating or cancelling company registrations, monitoring quota compliance, cooperation with Member States and DG TAXUD (customs) on enforcement. To ensure a fully consistent and correct implementation a high level of diligence and cooperation within in the team is needed. The jobholder will also need to acquire profound knowledge of the legal requirements of the Regulation as well as technical knowledge about the use of F-gases and F-gas alternatives in different products and equipment and the functioning of our F-gas Portal. The job involves direct and autonomous contact with companies and Member States authorities. The jobholder is encouraged to proactively suggest improvements on how to better implement the rules and improve the F-gas Portal. The job-holder may also become involved in other policy development and implementation of the Regulation on ODS. The team is highly motivated, cooperative and has a great spirit. It is collectively ensuring permanence for the system except on weekends, public holidays and during the Christmas break.

**WE LOOK FOR**

# We are looking for a highly motivated colleague with a commitment to work in the high profile area of climate change policy on implementing legislation.

# The ideal profile for the job is:

# having a university degree in environmental science, economics, law, political science or similar

# have at least 3 years of full-time relevant professional experience

# having experience from implementing legal requirements.

# willing to learn about technical issues

# having strong analytical and organisational skills

# having and eye for details and numbers

# being able to work in excel

# having good communication and drafting abilities in many languages, especially in English

# being service oriented and having a good code of conduct

# being a good team player as well as being prepared to work autonomously

# being adaptable and having some flexibility when planning holidays.

#  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](https://eu-careers.europa.eu/en/job-opportunities/open-for-application). 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 Bente.TRANHOLM-SCHWARZ@ec.europa.eu and

viorica-claudia.SUCIU@ec.europa.eu indicating the call for interest reference EC/2024/CLIMA/452026 in the subject.

**No applications will be accepted after the publication deadline.**

# ANNEX

# *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](https://eu-careers.europa.eu/en/job-opportunities/open-for-application) data base.

## Qualifications:

Have a level of education which corresponds to completed university studies of at least three 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.

## Languages:

* have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU[[1]](#footnote-1)
* AND have a satisfactory knowledge (minimum level B2)[[2]](#footnote-2) of a second official language of the EU, to the extent necessary for the performance of the duties.

# What about the selection steps?

The selecting unit chooses from the EPSO database[[3]](#footnote-3) 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.

# *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. [If the position requires a security screening. If not please delete the following sentence] 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.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the** [Conditions of Employment of Other Servants](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140501)**, in function group FG IV.** General information on Contract Agents can be found at this [link](https://epso.europa.eu/en/eu-careers/staff-categories#tab-Contract%20staff).

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](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2017)6760&lang=en) laying down the criteria applicable to classification in step on engagement.

The duration of thefirst**contract will be of one 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](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2017)6760&lang=en) 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.

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| 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](https://epso.europa.eu/en/eu-careers/benefits#tab-Work/Life%20Balance). |

For information related to Data Protection, please see the Specific [Privacy Statement](https://ec.europa.eu/dpo-register/detail/DPR-EC-02054.3) 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.

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). [↑](#footnote-ref-1)
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). [↑](#footnote-ref-2)
3. Therefore, candidates who did not pass already a CAST on the level Function Group [IV], should register their profile at this [address](https://epso.europa.eu/en/job-opportunities/open-for-application). [↑](#footnote-ref-3)