



## **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://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 Officer

## DG HOME of the European Commission

**Selection reference:** HOME/COM/2024/1739

**Domain\*:** Crisis management and Internal security

**Where:** Unit HOME.D.5 - „Organised Crime and Drugs”, Brussels

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

**Grade:** AD 5-7

**Publication deadline:** 28.08.2024 - 12.00 (Brussels time)

### WE ARE

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We are the Trafficking in Human Beings Team which is supporting the EU Anti-Trafficking Coordinator (EU ATC), responsible for improving coordination and coherence among EU Institutions, EU agencies, Member States and international actors and for contributing to the implementation and development of existing and new EU policies to address Trafficking in Human Beings.

The Team supporting the EU ATC is part of the Directorate Internal Security and notably of the Unit in charge for Organised Crime and Drugs HOME D5, which is a dynamic unit consisting of 20 colleagues organised in 3 different teams (organised crime, drugs policy, trafficking of human beings), with an excellent working atmosphere and team spirit. The unit is implementing several Commission policy priorities with ambitious initiatives.

Its mission is to contribute to the Union's objective of providing a high level of security for European citizens as set out in the EU Strategy on combatting trafficking in human beings, EU drugs strategy and action plan, the EU strategy against organised crime and the recently adopted EU Roadmap against drugs trafficking and organised crime.

### WE PROPOSE

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We propose a highly stimulating job for a skilled and motivated colleague, interested in contributing to the implementation of the EU Strategy on combatting trafficking in human beings and to the further development of the policy area.



The Strategy includes a comprehensive approach from prevention through protection of victims to prosecution and conviction of traffickers. It covers both the internal and the external dimension, as well as cooperation with international organisations. It also includes fostering coordination and cooperation on trafficking between Member States, including law enforcement, judicial and other competent authorities.

The candidate will work directly with the EU Anti-Trafficking Coordinator. S/he will contribute to the development, preparation, coordination, evaluation and implementation of policy, legislative, financial and operational initiatives related to the internal and external dimension of the fight against trafficking in human beings.

S/he will liaise with other Commission services and various internal and external stakeholders. S/he will provide legal analysis and be involved in the legal work linked to the transposition and implementation of the Anti-Trafficking Directive and its modification. S/he will work on assessing and reporting regularly on the progress made on trafficking in human beings policies. S/he will draft briefings, policy strategy papers and letters. S/he will contribute to the management of different networks and projects linked to Trafficking in human beings.

## **WE LOOK FOR**

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We are looking for an experienced, dynamic and result-oriented colleague with preferably a legal background, who can contribute to the team's strengths and is driven to achieve high-quality results through collaborative efforts.

The ideal candidate will be proactive, well-organised, possess strong analytical, drafting and communication skills and have a keen understanding of the political dimension of trafficking in human beings. The candidate should be able to deliver high quality work, to take initiatives, have a strong sense of responsibility and be a very good team player.

Experience in relation to trafficking in human beings or related policies is essential with at least 2 year(s) of relevant professional experience. Experience in the EU Institutions would be an asset. An education in law would be an advantage.

The candidate should be able to work with teams across DG HOME Directorates as well as other DGs, other European Institutions and engage with external stakeholders, such as Member States, private sector entities and government representatives of non-EU countries.

Fluency in English is essential and knowledge of French is an asset.



## **HOW TO EXPRESS YOUR INTEREST?**

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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-antitrafficking@ec.europa.eu](mailto:home-antitrafficking@ec.europa.eu) indicating the selection reference HOME/COM/2024/1739 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 EU<sup>1</sup>
- 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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<sup>1</sup> 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 applicants<sup>2</sup>.

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.

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<sup>2</sup> Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



The duration of the **1<sup>st</sup> 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.