**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).

**Programme Manager for Poland**

**in DG Employment, Social Affairs and Inclusion - European Commission**

**Job title:** Programme Manager - EU Policies Poland

**Domain:** Employment and Cohesion policy

**Where**: Unit EMPL.B.5 "Poland, Czech Republic, Slovakia” Brussels

**Function Group**: FG IV

**Contract Type**: 3b

**Express your interest until**: 21.10.2024 - 12.00 (noon, Brussels time)

**WE ARE**

# Directorate General Employment, Social Affairs and Inclusion pursues policy, legislative and financial initiatives to contribute to the achievement of a highly competitive social market economy in the European Union. It aims at creating more and better jobs, improving the functioning of labour markets, combatting poverty and social exclusion, promoting social justice, enabling the free movement of workers and promoting workers' rights, health and safety at work.

# Unit EMPL.B.5 is a geographical unit in charge of monitoring, assessing, and implementing employment and social policies in Poland, the Czech Republic and Slovakia with the aim of implementing the European Pillar of Social Rights. We are strongly involved in the European Semester process and the formulation of country-specific recommendations. We also make sure that the EU resources drive successful reforms in these sectors.

# The unit is responsible for programming and implementation of the 2021-2027 European Social Fund Plus (ESF+) programmes and the closure of the 2014-2020 European Social Fund (ESF) and FEAD programmes in these Member States. We closely cooperate with DG REGIO on the European Regional Development Fund (ERDF) and the Just Transition Fund (JTF), as well as with DG ECFIN and SG RECOVER on the Recovery and Resilience Facility implementation.

# We are a team of around 20 colleagues, who strongly belief in the European project and find their work both rewarding and inspiring. We are committed to having a healthy work-life balance and we make sure to celebrate professional and personal achievements and to share passions.

**WE PROPOSE**

# We are seeking to hire a colleague who will contribute to the efficient and effective implementation of the ESF, ESF+ and JTF programmes in Poland.

# The successful candidate will be involved in a full range of exciting and varied tasks, i.e.:

# programme and monitor implementation of the ESF+ of two to three regional programmes;

# coordinate the implementation of the social and employment measures in 5 JTF progammes;

# ensure the closure of the ESF part of the two to three 2014-2020 multi-fund regional programmes;

# liaise with the Polish authorities and stakeholders both online and in person and visit projects supported by the ESF/ESF+.

# In the context of the management of the ESF/ESF+, be in charge of horizontal areas of labour market and skills, notably active labour market policies, youth employment, adaptability and outplacement of workers, adult learning, green skills;

# contribute to monitoring of the European Pillar of Social Rights’ implementation in Poland in these areas, notably by closely following the relevant economic, social and political developments;

**WE LOOK FOR**

# We are looking for:

# a person with a University degree in directly or indirectly relevant areas of the position complemented by at least three years of professional experience in these areas;

# a highly motivated colleague, preferably with relevant experience in Cohesion policy programme management and/or audit/control and/or in employment policy analysis.

# We look for a colleague who is a team player, eager to learn and share knowledge, has strong analytical skills, is proactive in proposing solutions and next steps, is able to deliver quality outputs under tight deadlines and adapt to new circumstances.

# Very good drafting, communication and negotiation skills in English and Polish are required.

**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 [EMPL-B5-APPLICATION@ec.europa.eu](mailto:EMPL-B5-APPLICATION@ec.europa.eu) indicating the call for interest reference EC/2024/EMPL/298263 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:

1. 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.

# 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 1 years.** 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)