



## **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 CONNECT of the European Commission

**Selection reference:** CNECT/COM/2024/2394

**Domain:** European Public Administration

**Where:** Unit CNECT.G.1 – “Data Policy and Innovation”, Luxembourg

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

**Grade:** AD 5-8

**Publication deadline:** 05.12.2024 - 12.00 (Brussels time)

### WE ARE

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Unit G1 in DG CONNECT, the Data Policy and Innovation Unit, is at the forefront of shaping a vibrant data-driven economy in the EU, fostering the development of a seamless single market for data throughout the EU. Our core mission is to enable individuals, businesses, communities, and governments to harness the power of data in a manner that is both responsible and impactful.

Unit G1, as stewards of the European Strategy for Data, plays a pivotal role in implementing key legislation, including the Data Governance Act, the Data Act, and the Open Data Directive, and in designing and deploying Common European Data Spaces. These frameworks are essential for advancing Europe’s digital transformation and promoting the ethical use and sharing of data.

Unit G1 plays a key role in shaping international data flows and digital trade negotiations, ensuring secure, mutually beneficial cross-border data exchanges. This work supports global data interoperability and strengthens Europe's strategic position in the digital economy.

Beyond regulatory oversight, we spearhead research and innovation through Horizon Europe and the Digital Europe programmes. Our focus is on pioneering big data technologies, supporting initiatives that tackle pressing data management, analysis, and utilization challenges. This effort is aimed at equipping stakeholders to unlock the full potential of their data resources, enhancing societal, economic, and governmental outcomes.

### WE PROPOSE

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We are seeking to hire a proactive and motivated Policy Officer to join our team, contributing to one of the most dynamic areas of EU policy. This role offers a unique opportunity to make a meaningful impact on the European data economy, helping to shape and implement forward-looking policies.

The role involves shaping and implementing data policies, focusing on the Data Governance Act, the Data Act, and potential new initiatives in the next Commission mandate. These policies are crucial

(Reference: CNECT/COM/2024/2394)



for a vibrant, efficient European data economy and secure, trustworthy data flows within the EU and globally.

As a Policy Officer, the selected candidate will play a key role in conceiving, developing, negotiating, and implementing pivotal data policy initiatives, working closely with other Directorates-General and external stakeholders. A crucial part of this role will be strengthening outreach and communication efforts, ensuring clear, consistent, and impactful messaging to all stakeholders. The selected candidate will actively engage in discussions with and build strong networks with Member States, external stakeholders, and international partners.

Additionally, s/he will monitor the impact and effectiveness of these policies, ensuring they contribute meaningfully to the EU's broader socio-economic goals. This involves aligning with the EU's better regulation principles, rigorously assessing the policies' real-world impact, and ensuring transparency and accountability in their implementation. S/he will also play an essential role in guiding EU legislation through the inter-institutional decision-making process, collaborating closely with the European Parliament and Council to achieve balanced outcomes.

This is an exceptional opportunity for a proactive and innovative professional to shape the future of the European data economy, driving policies that will influence both economic growth, competitiveness, and societal well-being.

## **WE LOOK FOR**

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We are looking for a highly motivated individual to join the unit, someone who can contribute to the team's strength and is driven to achieve high-quality results through collaborative efforts. The ideal candidate will be proactive, well-organised, possess strong analytical and drafting skills, and have a keen understanding of the political aspects of EU policies. S/he should also demonstrate an ability to perform effectively under pressure.

The ideal candidate will have a background in economics, politics or law, or equivalent qualifications. We are seeking a proactive, motivated professional with expertise in the European data economy, data policy landscape, and a solid understanding of EU inter-institutional decision-making.

S/he should be familiar with core EU data policies, such as the Data Governance Act and the Data Act, and ready to contribute to upcoming initiatives that focus on international data flows, data availability for innovation, and data-driven compliance.

The ideal candidate excels in policy development, negotiation, and collaboration across EU institutions, Member States, and diverse stakeholders. Strong communication skills are essential to convey complex policies clearly and support the EU's commitment to stakeholder engagement. We value experience in identifying and promoting success stories and use cases that drive business outcomes in the data economy.

Experience in crafting strategy papers and translating policy issues into actionable recommendations, along with excellent drafting and presentation skills, would be highly beneficial. Fluency in English is essential, while knowledge of other EU languages would be advantageous.



A strategic approach to policy impact assessment and a commitment to the EU's better regulation principles are crucial for ensuring policies deliver real-world benefits and support economic competitiveness. If you are driven by innovation and strategic thinking, with the ambition to help shape a forward-looking European data landscape, we encourage you to apply.

## **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 [cnect-g1@ec.europa.eu](mailto:cnect-g1@ec.europa.eu) indicating the selection reference CNECT/COM/2024/2394 and your name 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.

### ➤ **Type of contract and working conditions**

The place of employment will be in **Luxembourg**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) 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.