



## **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](#).



# Team Leader – Policy and Scientific Officer

## Directorate-General for Maritime Affairs and Fisheries (DG MARE) of the European Commission

**Selection reference:** MARE/COM/2024/2280

**Domain\*:** European Public Administration

**Where:** Unit MARE.C.5- „Management of fisheries shared with the UK, Norway and other Coastal States“, Brussels

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

**Grade:** AD 5-8

**Publication deadline:** 26.11.2024 - 12.00 (Brussels time)

### WE ARE

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The Directorate-General Maritime Affairs and Fisheries (DG MARE) is responsible for the development, implementation and monitoring of the Common Fisheries Policy and the development and implementation of the Integrated Maritime Policy. The DG has around 380 staff, distributed over 5 Directorates and 20 Units. The wide variety of responsibilities creates an interesting and challenging work environment. Hierarchical circuits are short, and working efforts translate into tangible results with a direct impact on the ground and on stakeholders.

Unit C5 was created in 2021, after the UK withdrawal from the EU, to contribute to the sustainable management of fisheries in the North Sea and North East Atlantic, through cooperation, consultation and negotiation with the United Kingdom, Norway, and with the other coastal State (CS) in the region on the relevant stocks and their management. The sustainable management is pursued in line with the main objectives and principles of the Common Fisheries Policy (CFP), seeking conservation of the biological resources and sustainable management of the fishing fleets as a positive outcome of the partnership with the third parties concerned.

The unit is in charge of: (a) the negotiation, on behalf of the European Union, of the fishing opportunities and of other joint measures to ensure that the fisheries then conducted are in line with the Common Fisheries Policy and with the agreements between the EU and these countries (in particular the EU-UK Trade and Cooperation Agreement (TCA), the EU-Norway agreements, the EU-UK-Norway arrangement and the EU-Iceland agreement); and (b) the monitoring, application and implementation of the relevant obligations under the TCA, such as the management and the co-chairing of the Specialized Committee for Fisheries and its Working Group.

In addition, the unit ensures the management and monitoring of all aspects related to fishing opportunities in the relevant geographic area. The unit also works with the Member States and



relevant stakeholders on how to best ensure the implementation Common Fisheries Policy and its sustainability goals, in the context of the European Green Deal.

The Unit works intensively with Member State representatives and with other Commission services like the Secretariat General, the Legal Service, DG ENV and DG TRADE. The Unit works on a number of sensitive and visible files, including in the conduct of negotiations and consultations.

We are a diverse, friendly and dynamic team of 15 persons, all highly qualified and dedicated and we look forward to welcoming a policy officer who is in search of an exciting career in a Unit which offers a unique mix of policy challenges.

## **WE PROPOSE**

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Unit MARE C5 is seeking to hire a scientific and policy team leader with the task to steer a team contributing on specific files related to the implementation of the CFP in the North-East Atlantic and the North Sea, to the implementation of existing International agreements and arrangements in the region and to the successful conduct of bilateral and multilateral negotiations with the UK on fishing opportunities and fisheries-management related topics.

The position entails:

- managing a team contributing to the preparation of, conduct and follow up to consultations on Total Allowable Catches (TACs) and quotas setting and exchanges of specific stocks with the UK, as well as on other fisheries management issues, with a particular focus on scientific dimensions
- providing scientific advice and support in the fields of fisheries policies covered by the unit; analyse scientific publications and advice supporting fisheries management consultations with the UK, in particular from the International Council for the Exploration of the Sea (ICES)
- contributing to the implementation of existing agreements and arrangement with the UK: monitoring and analysis of measures; steering of the work under the EU-UK Specialized Committee on Fisheries (SCF) on management of fisheries, including technical measures and science development, among others
- working with Member States (MS) and representing the Commission in the Council Working Party on Commission's proposals and initiatives on the implementation of the CFP
- contributing to and liaising with Advisory Councils of stakeholders and MS regional groups in the North Sea and the North-western waters, on the implementation and further development of the CFP, and on scientific matters
- contributing to the preparation of files, notes, briefings, negotiation strategies, among others.

We provide a dynamic environment with a very high team spirit to meet the significant challenges the work presents.



## **WE LOOK FOR**

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We are looking for an enthusiastic and dynamic colleague, with a solid fisheries scientific and policy background. The ideal candidate should have demonstrable experience for the tasks and well-developed negotiation skills; a team player with interpersonal, cooperation and leadership skills and the ability to take initiatives and work independently in the context of the team and the larger organization. Very good communication skills (oral, written) are essential.

A solid background in fisheries science and research, including strong familiarity with ICES advice and processes, will be required, as will be experience with management of studies and research projects. In-depth scientific and management knowledge of shared stocks with third countries in the Northeast Atlantic would be a critical asset. Bringing strong analytical skills and experience with working on the interface between science and policy making is also highly desired, as well as a demonstrated ability to work with Member States and main stakeholders (fishing industry, NGOs).

We seek commitment to quality of work, with readiness to work irregular hours at times, to participate in missions, and with ability to meet tight deadlines.

The role and task of the Unit, the combination of responsibilities of the Unit provide a unique opportunity to work on the further development and implementation of European values and ambitions, both within the EU and in the broader European context.



## **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 [MARE-C5@ec.europa.eu](mailto:MARE-C5@ec.europa.eu) indicating the selection reference MARE/COM/2024/2280 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 **Brussels**.

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.