



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.



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](#).



Programme Officer - Deputy Team Leader

Analytical Team

DG ECHO of the European Commission

Selection reference: ECHO/COM/2024/2245

Domain: ANALYSIS and INTELLIGENCE

Where: Unit ECHO.A.2 – “Contingency Planning, Analysis and Situational Awareness”, Brussels

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

Grade: AD 5-8

Publication deadline: 22.11.2024 - 12.00 (Brussels time)

WE ARE

ECHO A.2. identifies, analyses and prepares for potential events, situations or circumstances that could require cross-sectoral crisis coordination and emergency management interventions by the European Commission and in particular the Union Civil Protection Mechanism. This involves the analysis of trends or developments that influence the EU's vulnerability to risks and impact emergency management at EU level. The unit also coordinates activities across sectors in the Commission with the objective of preparing for and responding to crises. It does so, for example, via the preparation of operational and strategic-level playbooks describing various actions that would need to be carried out at different levels to coordinate and respond to large-scale incidents.

The unit furthermore coordinates and develops civil-military cooperation for the DG as a whole and works on operational and strategic coordination between the ERCC, NATO and other relevant military actors.

The unit ensures also information management before and during crises and provides early-warning tools and scientific analysis on natural, technological and man-made disasters or evolving threats, assesses satellite images and provides situational maps to prepare for and facilitate emergency response interventions. It also provides crisis information and analysis, including Integrated Situational Awareness and Analysis (ISAA) reports in the framework of activations of the Integrated Political Crisis Response Arrangements (IPCR) and the Solidarity Clause. It maintains and further develops early-warning systems in close cooperation with the Joint Research Centre (JRC).

WE PROPOSE

We propose a very interesting and attractive position for someone who can bring strong analytical and organisational skills to this diverse and challenging position. The selected candidate will support the unit management in leading a dynamic and motivated analytical team.

The successful candidate will be contributing to further development and efficient functioning of the Emergency Response Coordination Centre (ERCC), providing support the EU Civil Protection Mechanism, contributing to policies, tools and methodologies to enhance the overall situational awareness for emerging

(Selection reference **ECHO/COM/2024/2245**)



and ongoing natural and man-made disasters and response to such events. The candidate will help translate scientific knowledge into operational information to support DG ECHO Management and the Emergency Response Coordination Centre (ERCC) in the decision-making process and in ensuring a general, continued and updated situation overview of potentially disastrous events. The candidate will promote scientific partnerships, in particular the interface between the ERCC and the JRC, as well as cooperation with the scientific community in managing and further developing the early warning systems.

WE LOOK FOR

A motivated and dynamic colleague who:

- is well organised, with a proven capacity to work quickly and under pressure, assume shifting tasks and responsibilities and work as part of a team;
- has strong interpersonal skills and able to coordinate effectively the tasks in the assigned area;
- has excellent drafting and oral skills in English and a good level of French.

A relevant professional experience of at least five years in the field analysis, advice, and intelligence is essential.

A relevant professional experience of at least five years of in the field of EU policy would be an advantage, as well as a good understanding of the humanitarian principles and working methods of the Union Civil Protection Mechanism, and a very good knowledge of EU inter-institutional procedures, disaster management, civil protection and humanitarian aid.



HOW TO EXPRESS YOUR INTEREST?

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 ECHO-A2@ec.europa.eu indicating the selection reference **ECHO/COM/2024/2245** 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 EU¹
- 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.

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).



➤ **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 applicants².

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)/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.

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



The duration of the **1st 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.