



## **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, backgrounds, languages and cultures make the Commission a vibrant and inclusive place to work.

### **WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:**

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to try several areas of move between different policy your career
- A package of flexible working conditions including the possibility of teleworking – we care about your work-life balance
- A competitive financial package, including comprehensive healthcare, accident and pension schemes
- A multilingual, multicultural workplace where personal and career development are strongly promoted
- Multilingual schools for your children

### **We recruit from a wide range of backgrounds and actively promote diversity and inclusion:**

We do not only recruit political scientists and lawyers but are also looking for all kinds of profiles, including scientists, linguists, IT experts, data analysts and economists, as well as drivers and engineers.

We are committed to equal opportunities and to fostering a rich, diverse and inclusive working environment. We aim for our workforce to be representative of European society and strongly welcome applications from all qualified candidates. We actively seek to create a workplace where each staff member feels valued and respected, can give their best and can develop to their full potential.



To promote diversity and establish a geographically balanced pool of candidates, we strongly encourage applicants from Member States which are currently underrepresented in the European Commission workforce to apply. These Member States are currently Austria, Cyprus, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Luxembourg, Malta, Poland, Portugal, Slovakia and Sweden<sup>1</sup>. Recruitment will however remain strictly based on the merits of all applicants and no positions will be reserved for nationals of any specific Member State.

### **STAFF RECRUITED ON CONTRACTS**

In addition to permanent officials, the European Commission offers non-permanent positions. 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](#)

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<sup>1</sup> Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



# Policy Officer

## in DG Climate Action of the European Commission

**Job title:** Policy Officer

**Domain:** Climate Change

**Where:** Unit CLIMA.B.2 - „ETS (II): Implementation, Policy Support & ETS Registry “, Brussels

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 14.01.2025 - 12.00 (Brussels time)

### WE ARE

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The EU is leading international and domestic efforts to tackle climate change and the EU Emissions Trading System (ETS) is the cornerstone of EU climate policy. The EU ETS provides a flexible means for emitters to reduce greenhouse gas emissions at least cost to society. The system covers the power sector, energy-intensive industrial sectors, aviation and maritime sector and from 2027 also Building and Transport. It also generates tens of billions of euro to the Member States for investing in climate action as well as the Innovation Fund.

Unit CLIMA.B2 is involved in policy development and in the lead for the implementation of major work-streams of the EU ETS.

The Union Registry centralises all the ETS operations in a single registry that holds accounts and registers transfers of EU Emissions Allowances (EUAs) of more than 15,000 operators participating in the EU ETS from 30 countries. We operate and monitor the Union Registry.

The monitoring and reporting of greenhouse gas emissions is the foundation of the ETS. Harmonised rules also include the verification of the reports by independent verifiers as well as the accreditation of these verifiers.

An important share of the allowances is provided for free to industry sectors to ensure that their production is not moved outside Europe because of carbon costs, leading to higher emissions, while incentivising them to reduce emissions. We ensure a harmonised implementation across Europe of these rules.

Even more allowances are sold to operators and traders in regular auctions. This generates substantial revenues for Member States (in 2022 more than 38 billion €) which are mainly used to support climate policies. We set rules for auctioning and manage the contract with the common auctioning platform used by almost all Member States.

We are working on different legal acts providing the legal framework to implement the revised ETS Directive, as part of the ‘Fit for 55’ package. This covers around 15 delegated and implementing acts in the field of the unit’s activities that are being adopted for the implementation of the revised ETS Directive.

We are a highly motivated and friendly team of today around 20 professionals, including lawyers, economists and engineers. We work in close collaboration with other CLIMA units, Directorate-



Generals, Member States in the Council and in specific committees and groups, with the European Parliament, and with a wide array of stakeholders.

## **WE PROPOSE**

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DG CLIMA.B2 is seeking to hire one highly motivated policy officer. The new colleague will be involved in tasks related to technical and economic analysis, policy development and policy implementation of the EU ETS especially related to the implementation of free allocation rules. The colleague will also be involved in the update of benchmark values which serve as basis for the determination of free allocation to industrial installations in various sectors, such as iron & steel, cement, refineries or chemicals.

Her/his tasks will at the same time include support for ETS outreach activities to the broad range of stakeholders involved in the ETS. This may include preparation of policy and background papers, preparation of briefings and presentations.

The post will offer a stimulating experience in one of the core policy areas for DG CLIMA with many links to other important policies and issues of the Green Deal, a policy of high importance to the citizen in a rapidly evolving policy context.

Since the EU ETS is a rather complex policy area with numerous political and market sensitivities, the unit offers on-the-job training and support from colleagues to newcomers so that the jobholder can develop her/his knowledge over time.

## **WE LOOK FOR**

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We are looking for a professional with a strong technical, economic or legal background. He/ she should have an excellent understanding of technical issues (i.e. industrial processes) and an analytical focus. A well-developed strategic judgment, negotiation and communication skills as well as a willingness to learn are also required for this job.

Professional experience in climate, environmental, or energy policy, in particular regulating large emitters or carbon pricing, would be an asset.

Furthermore, the ability to grasp technical issues and translate them into politically relevant material, and a high level of flexibility and adaptability to new tasks and challenges will be needed. We look for a colleague who combines the ability to work with a high degree of autonomy, with an interest in actively cooperating with team members in the unit. He/she would be able to manage a number of files simultaneously and to produce high quality output sometimes within short deadlines. Excellent interpersonal skills and the ability to maintain and develop good relations with colleagues inside and outside the unit will be essential.

Excellent oral and written communication skills are essential, in particular in English, including the capacity to explain complex issues in a non-technical and comprehensible way.

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

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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](#). 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. completed application form.Please send these documents by the publication deadline to CLIMA-B02-ARES@ec.europa.eu indicating the call for interest reference EC/2024/CLIMA/454381 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 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](#) data base.

##### Qualifications:

- (a) 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<sup>2</sup>
- AND have a satisfactory knowledge (minimum level B2)<sup>3</sup> 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<sup>4</sup> candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

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<sup>2</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).

<sup>3</sup> 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>).



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.

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<sup>4</sup> Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



## 2. 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](#), in function group FG IV**. General information on Contract Agents can be found at this link.

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](#) laying down the criteria applicable to classification in step on engagement.

The duration of the first **contract will be of one year**. 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](#) 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.

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.