



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](#).



Secretary

in DG Employment, Social Affairs and Inclusion

European Commission

Job title*: Secretary

Domain:** EMPLOYMENT (EU/national/regional level)

Where: Unit C4 - „(Spain and Malta)“, Brussels

Function Group: FG II

Contract Type: 3b

Express your interest until: 10/01/2025 - 12.00 (Noon - Brussels time)

WE ARE

DG EMPL is the DG within the Commission that develops and carries out the Commission's policies on Employment and Social Affairs and on Education and Training. Examples of the areas in which we are active include support for:

- [More and better jobs](#) through the European Employment Strategy (which brings national policies closer in this field) and the [European Social Fund](#) (€9 billion per year managed in partnership with the Member States).
- [Free movement of workers](#) and [coordination of social security schemes](#), which means that every EU national has the right to work and to live in any EU country and that people who move between countries are not disadvantaged in relation to social security including healthcare.
- [Social inclusion](#) by supporting efforts to combat poverty and social exclusion, reform social protection systems, assess new demographic and social developments.

Directorate C works towards promoting social dialogue and improving working conditions through effective labour law and safe and healthy working environments.

More specifically, the mission of Unit EMPL C.4 is the geographical unit in charge of monitoring and assessing employment and social policies in Spain and Malta. In this context, the Unit contributes to the implementation of the European Pillar of Social Rights and is a key actor in the European Semester process. It provides input to the annual cycle of analysis and assessment of national reform programmes and policies and the formulation and monitoring of the country specific recommendations for Spain and Malta.

The unit is also responsible for the efficient and effective programming and implementation of the European Social Fund (ESF), the ESF+ and of the new Just Transition Fund (JTF) in the context of the new Multiannual Financial Framework for 2021-27. The aim is to support Spain and Malta in their transition and recovery and prepare them for the green and digital transitions.



WE PROPOSE

We propose a position of a Contract Agent, Function Group II. In this position, you will provide administrative support to the unit and colleagues in organisation of works for meetings, negotiations and all necessary documents for the work.

The post-holder will be responsible for ensuring the correct and up-to-date use of relevant Commission procedures and tools.

The successful candidate will be responsible, as part of a team of two, for assisting and providing administrative support to members of the unit in the implementation of its annual work programme.

WE LOOK FOR

We are looking for a highly motivated candidate with a good sense of initiative and responsibility, being a good team player, having some previous experience in administrative support or in the area of structural funds managed by DG EMPL and delivering under tight deadlines. The capacity to quickly learn, a good sense of organisation and planification, a structured reasoning, to communicate clearly and to interact positively with external stakeholders are necessary. Strong communication skills are essential. Excellent knowledge of Spanish, English and French language is an asset.

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](#). 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-C4-UNIT@ec.europa.eu indicating the call for interest reference EC-EMPL 464364 in the subject.

Contact person: **Maria IGLESIA**, Head of Unit (maria.iglesia@ec.europa.eu – tel. 0032 29 53036).

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 post-secondary education attested by a diploma OR
- (b) a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

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 EU¹
- AND have a satisfactory knowledge (minimum level B2)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 database³ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

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).

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>).



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.

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 II**. 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 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](#) on policies for the engagement and use of contract agents.

All new staff have to successfully complete a 9-month probationary period.

³ Therefore, candidates who did not pass already a CAST on the level Function Group II, should register their profile at this [address](#).



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.