



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](#).



Policy Officer – R&I and dual use

in DG Research and Innovation of the European Commission

Job title: Policy Officer

Domain: Research, Development and Innovation

Where: Unit E.1 Industrial Research, Innovation and Investments Agendas, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 07-01-2025- before 12.00 (noon), Brussels time

WE ARE

Unit E1 in Directorate E “Prosperity” of DG Research and Innovation, works to strengthen industrial research and innovation (R&I) and to help industry in effectively transferring R&I results into the economy to foster the green and digital transition, resilience and competitiveness, as well as open strategic autonomy. Our Unit is the contact point for the EU Industrial Strategy, State aid and competition, Foreign Direct Investment Screening, and critical technologies in the EU Economic Security Strategy, with focus on biotechnologies. We also work on providing data and information on industrial R&I, for example through the Industrial R&D Investment Scoreboard, published annually in partnership with the Joint Research Centre.

We are building up our competence in dual use and defence, focused on research and innovation, and currently exploring a possible European strategy.

We are a team of 12 with different backgrounds, looking forward to delivering on the ultimate objective of our work, which is to contribute to sustainability and Europe’s prosperity through effective policies for industrial R&I and investments.

WE PROPOSE

The position of a Policy Officer contributing to EU policies and implementation strategies for research and technologies with dual use potential, and to relevant activities under the Economic Security strategy. This will include the following tasks and their further development:

- Contributing to conceptualising and building a European strategy on dual use R&I and synergies between the research and the defence sector at European level;
- Contributing to the implementation of the strategy and the development of suitable support instruments;
- Contributing to the preparation of the next Framework Programme with regard to the possibility of opening it to dual use activities;
- Contribute to defence related policies and R&I programmes, implementation and monitoring as regards the relationship with dual use R&I and technologies.



The work requires coordination with relevant services of DG Research and Innovation, with other DGs, the executive agencies and can involve organisation of exchanges with Member States, industry, the academic and research sector, international organisations as well as other relevant stakeholders. It could involve organising expert groups, workshops and conferences, as well as working with external contractors.

The suitable candidate will be able to work autonomously, contribute to teamwork and support other colleagues.

WE LOOK FOR

If you have a relevant background and experience including in defence related matters, a keen interest in research and innovation policy and the link to industrial policy, if you enjoy the challenge of contributing to build up a new area of competence and activity in a Unit which works on a diversified portfolio of tasks, you could be the right candidate.

We expect the new colleague to be pro-active, well organised, willing to learn and to contribute to teamwork and cross-unit collaboration. The capacity to work independently and in a team, good communication skills and flexibility are essential. You will need experience with policy development, cooperation across units and organisations, as well as proven drafting skills.

You should bring a sound understanding of defence, dual use and of R&I, and a good comprehension of the industrial, international and political dimension of technologies with dual use potential. Dealing with dual use, defence issues and risk assessments in the Economic Security context will require a strong sense of responsibility and for the ethical dimension of the issues at stake, and the ability to properly deal with sensitive and confidential information.

Languages: proficiency in English is an advantage.

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 RTD-E1-CA-APPLICATIONS@ec.europa.eu indicating the call for interest reference **EC/2024/RTD/449931** 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 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 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 1 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.

³ Therefore, candidates who did not pass already a CAST on the level Function Group IV, 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.