



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 or move between different policy areas in 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 Sweden¹. 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](#)

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



**Programme Manager – EU Policies – Social Climate Fund
DG Employment, Social Affairs and Inclusion
European Commission**

Job title: Programme Management Officer

Domain: European Public Administration

Where: Brussels

Function Group: IV

Contract Type: 3b

Express your interest until 28.01.2025-12.00 (Noon-Brussels time)

Commented [JZ1]: To be updated

Commented [SF2R1]: I put 24.01. - possibly DG HR will change date

WE ARE

a) Directorate General Employment, Social Affairs and Inclusion (DG EMPL)

The Directorate-General for Employment, Social Affairs, and Inclusion (DG EMPL) is a department within the European Commission. The main goals of the directorate-general are to: (1) Promote job creation and ensure better job quality, with a focus on youth employment and the challenges posed by the changing world of work. (2) Strengthen social protection systems, with a focus on ensuring that all EU citizens have access to quality, affordable, and inclusive social services and (3) Enhance the EU's social dimension, including the promotion of social rights, social dialogue, and the fight against poverty and social exclusion. By pursuing these goals, DG EMPL aims to create a more inclusive and equitable society in the European Union, where all citizens can access quality employment, effective skills, social protection, and social services.

b) Unit EMPL G5

The mission of Unit EMPL G5 is to coordinate and support the evaluation and impact assessment of DG EMPL policies and programmes, as well as the monitoring and reporting of funding programmes' performance, notably on European Social Fund Plus (ESF+) and the Social Climate Fund 2026-2032.

EMPL G5 works in close collaboration with DG EMPL policy and geographical units and has a cross-cutting contribution to all DG EMPL policies and priorities. It facilitates exchanges of best practices on monitoring and evaluation and supports the capacity of the DG and Member States in the fields under its responsibilities. The unit coordinates the network of ESF+ Managing Authorities dealing with monitoring and evaluation and manages horizontal support resources such as the ESF+ Data Support Centre and the

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Multiple Framework Contracts for carrying out studies supporting Evaluation, Impact Assessment or Monitoring in the field of employment, social affairs, labour mobility and skills.

WE PROPOSE

The successful candidate will contribute to setting up the performance reporting system for the Social Climate Fund. Once the system is in place, he/she will ensure a reporting of monitoring data on the Social Climate Fund and contribute to measuring the achievement of its objectives. He/she will also contribute to launching the first evaluation, which is planned two years after the start of the Fund's implementation. The candidate would be part of a bigger team, which ensures the same function for the European Social Fund Plus.

The jobholder will support geographical and horizontal units on tasks related to performance monitoring and will have regular contacts with national authorities working in this domain, as well as with external contractors.

The successful candidate will work on a large variety of tasks including:

- Building data sets, drafting monitoring and evaluation reports;
- Supporting the monitoring and reporting capacity of the Member States, including by facilitating the exchange of good practices and contributing to the management of relevant networks of experts;
- Developing guidance on monitoring and reporting issues (including in the form of training, guidelines, lines to take, etc.) to the geographical units and national authorities;
- Coordinating with other services at policy and technical level and producing internal reports, as well as reports to the attention of other institutions;
- Contributing to the communication of the Social Climate Funds' implementation progress and results.

WE LOOK FOR

We are looking for a dynamic and motivated candidate, results-oriented and proactive. She/he should have strong analytical skills and experience in working with, managing and interpreting data. The candidate should have completed university studies (e.g. economics, statistics, social sciences). Previous experience on monitoring and/or evaluating EU funding instruments would be a strong asset.

The future colleague is expected to have good organisation skills, a good sense of initiative and good communication skills. He/she must have the capacity to work autonomously, whilst at the same time being a good team player. He/she should be able to quickly identify key issues and deliver quality outputs. Good drafting skills in English are necessary.

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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. completed application form.

Please send these documents by the publication deadline to EMPL-G5-UNIT@ec.europa.eu indicating the call for interest reference EC-2025-EMPL-467125 in the subject.

No applications will be accepted after the publication deadline.

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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 EU²
- AND have a satisfactory knowledge (minimum level B2)³ 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 database⁴ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

² 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).

³ For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cefr/>).

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



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 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.

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

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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.

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