



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 GREAT JOBS AND GREAT WORKING CONDITIONS:

- Interesting and challenging jobs with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to move between different policy areas throughout 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.

For more information ec.europa.eu/work-with-us

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.



Policy Analyst

Directorate-General for Maritime Affairs and Fisheries (DG MARE) of the European Commission

Selection reference: MARE/COM/2024/2758

Domain*: FISHERY and MARITIME AFFAIRS

Where: Unit MARE.B.4 - „Illegal, Unreported and Unregulated Fisheries Policy “, Brussels

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

Grade range: AD 5-8

Publication deadline: 31.01.2025 - 12.00 (Brussels time)

WE ARE

DG Maritime Affairs and Fisheries (DG MARE) aims to develop the potential of the European maritime economy and to secure sustainable fisheries, a stable supply of seafood, healthy seas and prosperous coastal communities - for today's Europeans and for future generations. This involves among other things formulating, developing and implementing the Common Fisheries Policy - the cornerstone of our actions for a sustainable exploitation of fisheries resources; and promoting an integrated approach to all maritime policies. The DG has around 380 staff, distributed over 5 Directorates and 21 Units.

The wide variety of responsibilities creates an interesting and challenging working environment. Hierarchical circuits are short, and working efforts translate into tangible results with a direct impact on the ground and on stakeholders.

MARE B.4 develops and implements the EU's policy to prevent, deter and eliminate Illegal, Unreported and Unregulated (IUU) fishing.

The fight against IUU fishing is pivotal for the External Dimension of the Common Fisheries Policy. In this context, zero tolerance in the fight against IUU fishing is the paramount objective of the EU in line with the EU International Ocean Governance agenda and the UN Sustainable Development Goals. Our objective is to address the loopholes in fisheries controls at international, regional and national levels and prevent fishery products stemming from illegal fishing from entering the EU and other markets. Cooperation with EU Member States, third countries and relevant international organisations is essential for achieving our tasks.

WE PROPOSE

MARE.B.4 is seeking to hire a Policy Officer tasked to implement the EU Policy to deter, fight and eliminate IUU fishing.

(Selection reference MARE/COM/2024/2758)



The position will primarily consist of work on the last mile of development of the new digital tool for implementing the EU catch certification scheme ('CATCH'), contributing to the smooth entering into operation of the system on 10 January 2026, as well as its future ongoing implementation and evolution. The Policy Officer will specifically contribute to shaping CATCH digital features and guide their technical development in strict cooperation with the rest of the MARE.B.4 team. The successful candidate will prepare training materials on CATCH and respond in timely manner to operational queries and requests for guidance on the day-to-day management of CATCH workflows by EU Member States and EU importers of fisheries products. The candidate will conduct ongoing analysis of the effects of the operation of CATCH in view of its future evolutions and new features.

As a secondary task, the candidate will handle cases in relation to the administrative cooperation foreseen by the EU IUU Regulation with certain third countries, starting from the initial assessment of their performance in relation to the obligations deriving from international law of the sea, right up to the possible formalisation and finalisation of ensuing Commission decisions and proposals for Council decisions. The tasks will imply desk analytical work, numerous contacts at various levels and technical fisheries control audits in third countries. The candidate will respond to external requests for information relevant to the work of the Unit and to access to documents requests.

WE LOOK FOR

We are looking for a motivated and dynamic team player, with high sense of responsibility and strong service orientation. The candidate must demonstrate thorough knowledge of the international fisheries legal framework, and all legal instruments in force to fight against IUU fishing, as well as of the EU IUU Regulation and policy.

The ideal profile for the job is at least 5 years of work experience in the implementation of catch certification schemes to fight IUU fishing. The candidate must have a deep knowledge of their legal basis as well as recent developments in terms of digitalisation. Prior work experience with the development of CATCH would be an advantage. The successful candidate must also demonstrate experience in cooperation with third countries, notably in fighting IUU fishing, and in effective implementation of fisheries controls.

The candidate should possess excellent communication skills (oral and written) in English and French. He/she should be a quick learner, manage efficiently multiple priorities and deliver on tight deadlines. Sound understanding of the EU institutional setting, excellent communication, representational, interpersonal and co-ordination skills, good drafting skills, intellectual/problem solving and judgement skills, a capacity to work autonomously are prerequisites for this position.

Desirable experience includes conduct of, or participation in, negotiations on IUU fishing and related control activities with other States and/or with or within international organisations, organising and managing meetings with EU Member States and stakeholders, preparation of legislative initiatives. Knowledge of the other areas of the external dimension of the Common Fisheries Policy will be an important asset. Experience in trade and development policies would also be an advantage.

Candidates should be available to travel frequently to third countries in the framework of annual planned unit activities.



HOW TO EXPRESS YOUR INTEREST?

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 Roberto.Cesari@ec.europa.eu indicating the selection reference **MARE/COM/2024/2758** 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 for 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 EU²
- 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.

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).



➤ **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 priority³. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

A selection panel will choose a limited number of candidates for interview, based on the CV and application form 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.

➤ **Type of contract and working conditions**

The place of employment will be **Brussels**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

³ Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



➤ **Grade**

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2013\)9049](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be that of a new published competition or already planned in the field. If there is none, recruitment will be at the level of AD5. The Authority authorised to conclude Contracts of Employment ('AACE') may grant a grade AD6 or AD7 based on an assessment of the needs of the service, including without limitation the nature of the profile sought, the level of responsibility to be exercised or the labour market conditions for the profile in question, and on the duration of the candidates' previous appropriate professional experience. The maximum recruitment grade is AD8, which may be granted under very exceptional circumstances.

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.