



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 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 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.



Secretary to the Head of Unit

in DG INTPA of the European Commission

Job title: Secretary - to the Head of Unit

Domain: External Relations

Where: Unit INTPA.G6 Migration and forced displacement, Brussels

Function Group: FG II

Contract Type: 3b

Express your interest until: 17.03.2025 – 18:00 (Brussels time)

WE ARE

The European Commission's Directorate-General International Partnerships (DG INTPA) is responsible for formulating the EU's international partnership and development policy, with the ultimate goal to reduce poverty, ensure sustainable development, and promote democracy, human rights, and the rule of law across the world. DG INTPA works in countries and regions in Sub-Saharan Africa, Latin America and the Caribbean and in Asia and the Pacific.

Within the thematic directorate INTPA.G: 'Human Development, Migration, Governance and Peace', unit INTPA.G6 'Migration and Forced displacement', is in charge of migration, mobility and forced displacement. The mission of the unit is based on three main axes:

- The formulation of EU policy and sectoral policy approaches in the external dimension of EU migration and asylum policy, and active participation in political dialogue with internal as well as external stakeholders on these issues. An important aspect of this work concerns coordination and cooperation with EU Member States on one side, and Partner countries on the other.
- Providing thematic guidance and support to colleagues both within DG INTPA and in EU delegations on how to address migration and forced displacement challenges and opportunities through international cooperation. Activities include drafting of orientation and guidance material, organising training sessions, providing tailor-made support on demand, as well as contributing to quality processes for programmes and projects managed by geographical directorates of DG INTPA.
- Operational and financial management of the Migration and forced displacement component of the thematic programme Global Challenges under NDICI-Global Europe.

The unit is organised in two sections; i) Migration and mobility and ii) Asylum and Forced displacement.



WE PROPOSE

Unit INTPA.G6 is seeking to hire **one Secretary to the Head of Unit**.

In this position, you will have a key role in contributing to the successful implementation of the unit's mission through providing assistance and administrative support to the Head of Unit and the other members of the team.

The main tasks include:

- Administrative and practical assistance to the Head of Unit in the overall management of the unit's tasks.
- Manage and supervise all incoming and outgoing communication and correspondence, including parliamentary questions, interservice consultations, access to documents requests, citizens questions, ensuring correct attribution and respect of deadlines, as well as proper archiving.
- Ensuring access to and information about administrative issues, processes and procedures for the Unit staff.
- Ensure logistical and administrative support in the organisation of meetings and events, including the handling of personal data of external participants.
- Prepare missions and monitoring of the unit's mission budget.
- Assist members of the unit in the administrative and contractual tasks related to contract preparation and implementation.
- E-Domec Focal Point: contribute to archiving correspondence and to storing, reproducing, circulating and/or retrieving documents.
- Data Protection Focal Point: redact all personal data before disseminating information externally (EASE tool) and inform colleagues about new update on personal data protection.

We offer a very pleasant work environment with positive and motivated colleagues and many opportunities for personal development.

WE LOOK FOR

We are looking for:

- A motivated, dynamic and flexible colleague with a relevant experience of at least 1 years with administrative tasks or secretarial support.
- Support to the Head of Unit in tasks linked to HR management for the Unit. Act as back-up for the Unit's HR correspondent.
- Previous working experience with the administrative applications of the European Commission such as SYSPER, ARES, DECIDE, MIPS, TEAMS will be considered an asset.
- The ideal candidate should have a very good command of English and French.



Additionally, the selected candidate should demonstrate the following personal qualities:

- **Organising and Coordinating:** well organised and focussed, capable of keeping deadlines and following up on files, coordinating input from different colleagues and aggregating contributions.
- **Teamwork and Independence:** capable of working both as part of a team and independently, performing tasks and prioritizing according to service requirements.
- **Problem-Solving:** able to bring a solutions-oriented and positive attitude to her/his diverse responsibilities.
- **Communication:** able to clearly convey information to different colleagues and stakeholders.
- **Flexibility and Proactivity:** adaptable to manage urgent tasks and proactive in day-to-day work.

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. single application form.Please send these documents by the publication deadline to INTPA-G6@ec.europa.eu indicating the call for interest reference EC/2025/INTPA/3830 in the subject.

The pre-selected candidates will be invited to an interview soon after the closing date for application

No applications will be accepted after the publication deadline: 17.03.2025 – 18:00 (Brussels time)



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 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://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 1 year**. Subject to the interest of the service, the contract may be renewed one or more times, up to a maximum duration of 6 years.

The duration of the renewal(s) will be defined according to the General Implementing Rules in force at that moment (currently, [Commission Decision C\(2017\)6760](#) on policies for the engagement and use of contract agents).

Contract agents recruited in Function Group II must successfully complete a 9-month probationary period.

⁴ 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.