



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 OFFICER

Directorate-General for Health and Food Safety (DG SANTE) of the European Commission

Selection reference: SANTE/COM/2025/188

Domain: Law

Where: Unit SANTE. G.3 – “Animal Welfare” Brussels

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

Grade: AD 5-8

Publication deadline: 18.03.2025 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Health and Food Safety (DG SANTE) aims to deliver to Europeans the peace of mind that comes with access to healthcare, safe food to eat and protection against epidemics and diseases. Our goal is to build and maintain Europe’s high standards on food and feed safety, food sustainability, animal and plant health, as well as the most affordable, accessible and high-quality health systems to deliver on these expectations.

Within Directorate G, 'Crisis preparedness in food, animals and plants', Unit G3 is responsible for Animal welfare, as well as procedures linked to the Standing Committees.

The Unit manages a comprehensive set of animal welfare rules at EU level, covering in particular welfare of animals at farms, during transport and at the time of killing, as well as the welfare of dogs and cats and their traceability. The Unit is responsible for the modernisation and revision of the EU animal welfare acquis, to update it in line with new science, to broaden its scope and to simplify it in order to improve its enforcement, and the follow-up to Commission’s answers to animal welfare related European Citizens’ Initiatives (“End the Cage Age” and “Fur Free Europe”). The Unit is also working on impact assessments for a possible voluntary EU label for animal welfare. In addition, the unit is managing a number of other animal-welfare related initiatives, such as the EU Platform for Animal Welfare, the supervision of 4 EU Reference Centres for animal welfare, animal welfare mandates to EFSA, certain pilot projects and studies and enforcement activities.

WE PROPOSE

Unit G3 of DG SANTE is seeking to hire one Policy Officer.

We propose an interesting and challenging position for an official who will be part of the animal welfare team in the unit.

The team is responsible for a wide variety of tasks, from the animal welfare legislative revision and



development of tertiary legislation to enforcement activities. Given the high level of political interest and scrutiny on animal welfare, the team has very regular interactions with other EU institutions and receives a high number of letters, complaints and petitions from citizens and stakeholders.

The successful candidate will be responsible for carrying out, together with another official, the impact assessment for the revision of the animal welfare legislation, focusing mainly on farm animal welfare. She/he will be in charge of supervising socio-economic analyses as well as analyses of environmental impacts of different measures to improve animal welfare for different animal species. She/he will be responsible for supervising the work of external contractors and experts.

She/he will serve as the primary liaison with the Joint Research Centre and will be actively involved in their work on agricultural economic and commodity markets modelling in relation to animal welfare policies and interventions, following modelisations with tools such as AG-Link and CAPRI. She/he will be drafting, together with colleagues, impact assessment Staff Working Document(s)

She/he will also be responsible to chair subgroups of the EU animal welfare platform and to steer the work of the unit on animal welfare indicators. In addition, she/he will contribute to the ongoing work on assessing the impacts of a possible EU animal welfare labelling scheme.

The successful candidate will be the unit's contact point with DG AGRI, and be in charge of developing the unit's input on animal welfare in the next Common Agricultural Policy (CAP), as well as coordinating the unit's input on modifications by Member States of their CAP National Strategic Plans under the current CAP.

WE LOOK FOR

We are looking for a highly-motivated, dynamic and proactive team player, able to work independently and autonomously.

A very strong knowledge of EU's animal welfare legislation and policies, of husbandry systems and their characteristics of the farmed species in the EU, is essential for this post.

The ideal candidate should have experience in analysing and performing socio-economic assessments, and guiding economic modelling work. Such an experience in the area of animal welfare would be an asset. This includes in particular a capacity to analyse economic and trade flows, the dynamic impact of different measures, as well as to work on the quantification of economic and social costs and benefits of animal welfare measures.

A solid knowledge of the Commission's Better Regulation rules, in particular for performing impact assessments, is essential for this post. Experience in working with the Joint Research Centre and interacting with Commission's Regulatory Scrutiny Board, is an asset.

Knowledge of the mechanisms and interventions of the Common Agricultural Policy, in particular those relevant for animal welfare, is important.



Research skills and an experience in socio-economic sciences is preferred. Knowledge in the area of animal welfare indicators or labelling would be an asset.

The candidate should be able to analyse and summarise technical and complex issues in order to contribute to the development of EU policy and legislation; be well organised and communicate clearly and in a structured way (orally and in written); and have excellent interpersonal skills. The successful candidate's tasks will include drafting of briefings, speeches, presentations, preparation of technical notes and correspondence, analysis of technical information, launch and follow-up of external studies, contributions to best practices' documents.

An excellent command of English, both written and oral, is important; knowledge of other languages would be an asset.



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 SANTE-HR-PUBLICATIONS@ec.europa.eu indicating the selection reference **SANTE/COM/2025/188 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.