



## **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 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 Sweden<sup>1</sup>. 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](https://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](#)

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



# Administrative Assistant – to the Director-General

## Directorate-General for Budget (DG BUDG) of the European Commission

**Selection reference:** BUDG/COM/2025/504

**Domain:** Budget and Finance

**Where:** Unit DG Office – Brussels

**Staff category and Function Group:** Temporary agent 2b – Administrative

**Grade:** AST 1– 4

**Publication deadline:** 21.04.2025 – 12.00 (Brussels time)

### WE ARE

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DG BUDG is committed to offer equal opportunities, foster a rich, diverse and equal and inclusive working environment.

The Directorate General for Budget (BUDG) is the central service of the European Commission in charge of the management of the EU budget throughout the annual and multiannual cycle, from the preparation of the draft budget and the Multiannual Financial Framework to implementation and the final discharge by the European Parliament.

DG BUDG is also responsible for the legal framework applicable to the implementation of the EU budget by the different institutions, agencies and Member States.

DG BUDG plays a key role in promoting sound financial management and is also responsible for the Commission's debt issuance and loan administration for NextGenerationEU.

In this context, DG BUDG has a strong performance culture and aims to ensure that the EU budget delivers concrete results and added value across all EU policies. DG BUDG consists of around 550 staff and is made up of seven directorates, five of which are based in Brussels, and two of which have staff shared between Brussels and Luxembourg.

The team of the Director-General is composed of 3 Assistants to the Director-General with 3 Administrative Assistants.

### WE PROPOSE

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DG BUDGET is seeking to hire one Administrative Assistant.

An interesting position of administrative assistant (AST) to the Director-General supporting her in

(Selection reference BUDG/COM/2025/504)



organisational matters and facilitating the work of the Directorate-General allowing that political objectives are achieved smoothly and that the expected outputs are delivered on time. Main tasks will include:

- Act as first point of contact for the office of the Director-General, ensure a smooth running of the DG's office on a day-to-day basis and monitor deadlines;
- Manage, supervise and ensure the follow-up of the Director-General's overall correspondence (oversee attributions, follow-up of Director-General's emails, draft/screen replies, letters, ensure close monitoring of Decide for the DG);
- Organise high level meetings for the Director-General;
- Manage and organise the Director General's agenda;
- Organise missions of the DG;
- Ensure registration, processing and transmission of documents and incoming messages inline with the EC document management rules;
- Initiate, organise and prepare briefing files for meetings, missions and conferences.

## **WE LOOK FOR**

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We are looking for an Administrative Assistant - to the Director-General.

A highly motivated, dynamic, proactive, and efficient administrative assistant with proven excellent organisational, communication and interpersonal skills. The successful candidate must have the ability to prioritise work and deal with competing demands. He/She must have sense of responsibility to ensure the respect of the procedures and deadlines.

The ideal candidate should have a strong team spirit but also the ability to work independently. Hence, he/she should be proactive, able and willing to take initiatives and keen to solve problems and find solutions. It is also essential to show flexibility and adaptability to a changing environment.

He/She should be able to work effectively with colleagues in the DG team and be willing to give a helping hand when needed. Our future colleague will be an excellent communicator.

A very good knowledge of English and French and excellent computer skills (Word, Excel, Outlook, PowerPoint, Teams) are required for this post.

A good knowledge of the Commission working procedures is essential. A good knowledge of Commission IT applications (e.g. Ares, Sysper, MIPS, e-greffe, Decide, LegisWrite, Poetry, SharePoint, BASIS) would be an advantage.

## **HOW TO EXPRESS YOUR INTEREST?**

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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 [BUDG-HR-BUSINESS-](#)



[CORRESPONDENT@ec.europa.eu](mailto:CORRESPONDENT@ec.europa.eu) indicating the selection reference BUDG/COM/2025/504 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 either a level of post-secondary education attested by a diploma, or 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. 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 EU<sup>2</sup>
- 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.

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<sup>2</sup> 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 priority<sup>3</sup>. 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 AST.**

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<sup>3</sup> 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 similar competitions in the field that have been recently published or already planned. Otherwise, recruitment will be at the level of AST1, AST2 or AST3. The recruitment grade will be that of similar competitions in the field published or already planned. The maximum recruitment grade is AST4, which may be granted under very exceptional circumstances, based on the assessment of the needs of the service, notably the nature of the profile sought, the level of responsibility to be exercised, or the labour market conditions for the profile in question, and the duration of the candidates' previous appropriate professional experience.

The duration of the **1<sup>st</sup> 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.