



Job opportunities within Directorate-General for Migration and Home Affairs in the European Commission

(Ref.: Call EC-2025-HOME-01)

This is a call for expression of interest for Contract Agents in Function Group IV to join the Directorate-General for Migration and Home Affairs (DG HOME) of the European Commission.

DG HOME is recruiting 10 **Policy Officers**.

The description of the tasks is below.

The selection process is without prejudice to the eventual job title and job description, in case of recruitment.

The main contractual aspects are the following:

Type of contract	Contract Staff for auxiliary tasks ¹
Function group and grade	FGIV
Initial contract duration	1 year (with the possibility of extensions up to 6 years in total)
Place of employment	Brussels
Deadline for expressing interest	22 April 2025
Interviews	From May 2025
Employment	From June/July 2025 (tentative)

The working conditions of contract staff are governed by the Conditions of Employment of Other Servants of the European Union (Title IV)².

General information on Contract Agents (including salary tables) can be found at this [link](#).

¹ According to Article 3b of the [Conditions of Employment of Other Servants of the European Union \(CEOS\)](#).

² [Regulation No 31 \(EEC\), 11 \(EAEC\), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community](#).

1. ABOUT US

Who we are

The Directorate-General for Migration and Home Affairs (DG HOME) develops and manages key policies to ensure an open and secure Europe, where people can enjoy their rights and freedoms with a high level of security.

Our mission is to support this vision with targeted strategies on migration and security. This includes developing EU-level rules, monitoring their implementation and giving support on the ground. One key element of our strategies is the Pact on Migration and Asylum (the Pact), which is a set of new rules managing migration and establishing a common asylum system at EU level, that deliver results while remaining grounded in our European values.

Following their adoption by the European Parliament and Council, the new rules on migration introduced by the Pact entered into force on 11 June 2024 and will enter into application in June 2026.

DG HOME plays a key role in the implementation of the Pact. Among the units entrusted with the implementation work, the following 9 units have a key role and will be recruiting FG IV contractual agents following this call.

- **Unit HOME.01 “Migration Management coordination”** coordinates in a durable way all the operations in migration management by DG HOME, including the coordination of the Pact implementation and the crisis response.
It oversees the coordination of migration situations in the EU Member States requiring timely and cross-cutting operational and policy response, in close cooperation with the relevant policy, legal and funding units in DG HOME, EU agencies, the rest of the Commission and the EEAS. The unit is organised in two teams. One is located in Brussels and is responsible for horizontal coordination, including the consequences of the war in Ukraine, and the meetings of the Solidarity Platform. The other part of the team is deployed in Greece. Deployments to other locations at the external border of the EU can be decided depending on need and possible crisis situations. The unit supports the Deputy Director General and Head of the current Taskforce Migration Management.
- **Unit HOME.A.3** is the **International Affairs Unit** of DG HOME, dealing with HOME’s external policies on migration and security. Under the strategic guidance of the Director-General, HOME.A.3 coordinates the activities of all relevant policy units within DG HOME responsible for developing and shaping external policies on migration and security.
The mission of HOME.A3 is to formulate and implement DG HOME's external policies on migration and security, contributing to:
 1. Advising, negotiating, and implementing coherent and comprehensive EU external strategies and engagement with third countries that align with the EU’s migration and security priorities.
 2. Delivering consistent and effective responses to key external migration and security challenges facing the European Union.

3. Promoting the rights and values that underpin the EU's area of freedom, security, and justice and its relations with third countries.
- The mission of **unit HOME.B.4 “Visa Policy”** is to develop and oversee the implementation of the common visa policy, a key component of integrated border management. The common visa policy serves a dual purpose: facilitating legitimate travel and combating irregular migration while safeguarding internal security in the Schengen area thus ensuring its smooth operation without internal borders.

The EU visa policy governs the conditions under which non-EU nationals can enter and stay in the Schengen Area for short stays (up to 90 days within a 180-day period). It establishes the list of visa-free and visa-required third countries. It has harmonized rules and procedures regarding the application process, the visa fees and the decision timelines for Schengen visas. The common visa policy is supported by the Visa Information System (VIS), a biometric database used by EU consulates to share visa applications, fingerprints, and facial images to improve security and prevent visa fraud. The common visa policy is currently undergoing a major transformation with the digitalisation of the visa procedure. This shift will replace the largely paper-based process with an online application system and introduce digital visas instead of traditional visa stickers.

- **Unit HOME.C.1 “Return and Readmission”** is responsible for developing, coordinating and implementing the internal and external aspects of the common EU system for return, one of the cornerstones of the Pact. The Unit is tasked with the development and implementation of EU policy and legislation on return and readmission, to ensure the effective and humane return, readmission and reintegration of third country nationals with no legal right to stay in the EU Member States, in compliance with fundamental rights. Unit C1 is responsible for legal instruments on return, such as the Return Directive, and the new proposal for a Regulation on a common EU system for returns. The Unit leads on the development and the implementation of the Frontex mandate in the area of return, manages the European Migration Network Return Experts Group, leads on the implementation of the EU Strategy on Voluntary Return and Reintegration, and manages the Reintegration Assistance Tool (RIAT). The Unit monitors the application of the EU acquis on return by the Member States, including through the Schengen Evaluation Mechanism. Unit C1 steers the engagement on readmission and is in charge of the implementation of 24 readmission agreements and arrangements, and the negotiations of new readmission instruments. Unit C1 ensures the monitoring of third countries' cooperation on readmission, including through the yearly assessment under Article 25a of the EU Visa Code, the Readmission Capacity Building Facility and the development of Readmission Case Management Systems. The Unit promotes the effective and sustainable reintegration of returnees in countries of origin and contributes to the strategic approach to using relevant policies and tools to improve cooperation on readmission. The Unit also provides support to the work of the Return Coordinator.

- **Unit HOME.C.2 “Legal Pathways and integration”** is responsible for the development and implementation of a common EU policy on legal migration and for supporting and coordinating Member States' policies in the area of integration of third-country nationals. The Unit is also responsible for coordinating and promoting the EU approach on resettlement, humanitarian admission and complementary pathways for people in need of protection. In the field of legal migration, the unit is responsible for monitoring the implementation of seven Directives, covering the admission and the rights of different categories of third-country nationals (e.g. students and researchers, highly skilled workers – EU Blue Card, seasonal workers, members of the family, long-term residents), and for the further development of legislation and policy in this area. By working closely with Member States and key stakeholders in the design and operationalisation of legal pathways, the unit seeks to maximize the impact of orderly migration as a real alternative to irregular routes, and at the same time laying the ground for a successful integration and inclusion of migrants and more cohesive societies overall. In this endeavour, the Unit is also involved in the external dimension of migration, in particular with a view to developing Talent Partnerships with key partner countries and setting up an EU Talent Pool that can enable effective matching between job seekers in third countries and employers in the EU.
- **Unit HOME.C.3 “Asylum”** is responsible for asylum policy. The unit plays a key role in the implementation of the Pact. The main task of the team is to contribute to the development and implementation of the Common European Asylum System within the Pact. With the entry into force of the Pact legislative instruments in June 2024, the EU has entered an exciting new period. The Pact legislative instruments will enter into application in the summer of 2026. During the next one and a half years, the unit will focus on completing the legal framework (5 Regulations and 1 Directive), particularly adopting implementing and delegated acts and implementing the review clauses (which could lead to targeted legislative amendments) and supporting Member States in the uniform application of the new acts. At the same time, the unit will continue contributing to a European response to migration, through short-term emergency measures, contribution to innovative approaches to managing migration and implementation of the current acquis during these two-year transition period. In addition to the abovementioned tasks related to the Pact, specific tasks include: following up on the implementation of the current acquis, including infringements; contributing to the external dimension of asylum policy; liaising with Member States, UNHCR and other stakeholders; managing the Commission's relations with the European Union Agency for Asylum (EUAA). The unit is also responsible for the legal aspects of the Council implementing decision introducing temporary protection of persons fleeing the war in Ukraine and the development and monitoring of measures aimed at ensuring the protection of children in migration, including asylum-seeking children as well as other children who are not EU nationals. The unit is also the focal point for the relations with Norway, Iceland, Switzerland and Lichtenstein as well as France, Belgium and Denmark and supports those Member States in implementing the Pact.

- The mission of **Unit HOME.C.4 “Migration Management response and counter-smuggling”** is to provide the operational response to migration management in the Mediterranean by supporting national authorities in Italy, Malta, Cyprus and Spain in handling the migration flows on their territory at all stages, in coordination with EU Agencies, international organisations and relevant actors on the ground. This includes assisting the competent authorities in setting up adequate first and second line reception structures at the relevant level, implementing relocation decisions and other distribution mechanisms, ensuring effective asylum and return procedures, improving border management, protecting unaccompanied minors and other vulnerable groups and promoting integration policies for legally residing third country nationals. In the Member States covered, unit C4 provides appropriate reporting, analysis and evaluation of the migratory situation and the migration management support provided. C4 is responsible for the policy and legislative framework addressing countering migrant smuggling, which forms part of a comprehensive EU migration policy. This includes the follow-up of the Global Alliance to Counter Migrant Smuggling, as well as other activities such as the Anti-Smuggling Operational Partnerships (ASOP) and on legislative side the implementation of the Facilitators Package, the Regulation on European Network of Immigration Liaison Officers (ILOs) and the Employers Sanctions Directive. Finally, unit C4 coordinates the implementation of the Search and Rescue approach as defined in the Pact, in close cooperation with the relevant Units in DG HOME and in the Commission. The unit is organised in teams of which one is located in Brussels and responsible for horizontal coordination, while the other teams are deployed on the ground and have country--specific responsibilities.
- **Unit HOME.D.1 “Law enforcement cooperation”** has a steering role for cross-cutting and evolving policies on information exchange and operational law enforcement cooperation that are central to EU internal security and essential to support Member States in keeping citizens safe. Covering policy and law making, implementation and enforcement, operational support and international negotiations, the Unit’s portfolio constitutes a dynamic area of European integration that is close to national sovereignty. The Unit is in charge of EUROPOL, the Union’s flagship agency on internal security, and CEPOL, the Union’s agency for law enforcement training. The Unit is also in charge of enhancing cross-border operational law enforcement cooperation, that is the ‘boots on the ground’ cooperation between Member States’ police forces, including through the 2022 Council Recommendation on operational law enforcement cooperation. The Unit plays a key role in steering the European Multidisciplinary Platform Against Criminal Threats (EMPACT) as the flagship initiative to support coordinated action to fight serious and organized crime. With information being a key asset to support Member States on internal security, the Unit also is responsible for enhancing bilateral and multilateral information exchange – with the Prüm II Regulation, the Directive on information exchange and through Europol – as well as key instruments for the access to passenger data through the Passenger Name Record (PNR) Directive and the Regulations on Advance Passenger Information (API). Cutting across all these policies, the Unit is responsible for enhancing law enforcement cooperation with external partners outside of the Union and for agreements with third countries on the exchange of personal data with EUROPOL and on the transfer of PNR

data; the Unit also has a leading role for relations with Interpol, and for the growing involvement of partner third countries in EMPACT.

- The mission of unit **HOME.E.1 “Funds coordination”** is to ensure that the Home Affairs Funds support the important, challenging and continuously evolving policy priorities in this domain and are implemented in respect of the principles of sound financial management.

The unit cooperates closely with other financial and policy units in DG HOME, decentralised agencies and Member States to ensure that our Funds deliver added value. Through its work, the unit supports persons in need, has an impact on a peaceful coexistence between EU citizens and third-country nationals, helps protecting EU external borders, and endeavours to make Europe a safer place. The unit creates synergies with external and internal actors to strengthen partnerships and ensure that results are achieved, funds are spent in a proper manner, and processes are simplified as much as possible.

Why you should join?

Working in DG HOME represents a great opportunity for motivated individuals to support Member States in organising and improving their migration system whilst implementing the Pact on migration and asylum in the Member States.

By joining DG HOME, you will be participating in ensuring an open and secure Europe, where people can enjoy their rights and freedoms with a high level of security.

2. WHAT IS THE JOB ABOUT?

For the purpose of this call, we are particularly seeking **Policy Officers**.

Depending on the position, tasks may include, but are not limited to:

- Supporting Member States in organising and improving their migration systems (in particular asylum, reception, returns, border management, integration) in coordination with other COM units (e.g. legal, funding, external relations).
- Supporting the development, implementation and reinforcement of the external dimension of the implementation of the Pact on Migration and Asylum, including the relevant funding/financial aspects.
- Fostering mutually beneficial partnerships with third countries, monitoring developments in third countries in the area of migration and asylum and contributing to strengthening EU cooperation with them, including funding, engagement in regional and global processes and multilateral fora.

- Contributing to defining and shaping the overarching objectives of the external dimension of the implementation of the Pact, while coordinating relations with relevant international organisations.
- Supporting the digitalisation of visa procedures, which will facilitate legitimate travel for third-country nationals to the EU while enhancing the security of the Schengen area.
- Assisting in the monitoring of visa-free travel and the detection of irregular migration patterns therefrom, the implementation of the visa suspension mechanism, the review of the visa lists, and the evaluation of potential visa exemptions or liberalisations.
- Assessing citizenship-by-investment programs operated by visa-free third countries.
- Contributing to the development, negotiations, implementation, and evaluation of EU policies, strategies and legislation on return, readmission and reintegration of irregular migrants in the context of the Pact on Migration and Asylum.
- Supporting with the implementation of international agreements and arrangements on readmission and the negotiations of new ones the work under the Pact, as well as contributing to the annual assessment of third countries' cooperation on readmission under Article 25a of the Visa Code.
- Monitoring the application of existing EU legislation on legal migration and resettlement.
- Supporting the negotiation of legislative proposals and other legal acts in the field of legal pathways and integration.
- Contributing to the development of policies and activities on legal pathways and integration, including as part of Talent Partnerships, multiple-purpose legal gateways and/or a future strategy on the integration of refugees.
- Contributing to the development of legislation, policies and activities on irregular immigration, in particular in the area of counter-smuggling, including as part of the delivery of the dedicated Global Alliance.
- Supporting the negotiation of legislative proposals and other legal acts in the field of countering migrant smuggling.
- Monitoring the application of existing EU legislation on countering migrant smuggling.
- Contributing to the implementation of the Political Guidelines on Europol ("to make Europol a truly operational police agency"), with a focus on Europol's role in countering migrant smuggling.
- Preparing a legislative proposal to strengthen Europol's mandate, including stakeholder consultations and Commission-internal consultations, evaluation and impact assessment, and legal drafting.
- Supporting the implementation of the 2021-2027 Home Affairs Funds (Asylum, Migration and Integration Funds) and preparing for the next generation of funding in the Home Affairs policy domain.
- Supporting the development of performance frameworks for EU spending programmes.

3. WE LOOK FOR

Under the supervision of the Head of Unit and/or a Team Leader, the jobholder would be responsible for contributing to the development of policies, legislation and activities in the remit of the recruiting unit, providing support and advice to Member States.

We are looking for candidates with excellent analytical and diplomatic skills and sound political judgement. The job requires advanced organisational, coordination, interpersonal and communication skills as well as a strong team spirit. Excellent proven drafting skills and a strong ability to build and maintain a comprehensive network of contacts and working relations in a multi-layered work environment and a sensitive political context are essential. It will also be important to remain calm under stressful circumstances and organise your work efficiently. Candidates should be capable of working both as part of a team and independently, dispose of a developed sense of initiative and have the capacity to share expertise and knowledge within the unit and beyond. The jobholder should have the ability to represent the Commission, both in meetings with other services and institutions and with external stakeholders. Very good knowledge of migration and/or security policies is an asset.

Excellent oral and written English is required, at C1 level. A good command of other EU languages would be an asset.

To be eligible for recruitment at the European Commission you must:

- be a national 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,
- be 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,
- have a thorough knowledge (minimum level C1) of one of the official EU languages,
- have a satisfactory knowledge (minimum level B2) of a second EU language to the extent necessary for the performance of your duties³,
- Have a level of education which corresponds to completed university studies of at least three years attested by a diploma.

Professional qualification and professional experience

For this specific call for expression of interest, the applicants should have not only relevant academic credentials, but also proven professional experience of at least two years out of which one-year relevant professional experience for at least one of the domains of the recruiting unit(s) as listed above.

4. 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.

³ For details on language levels, please see the [Common European Framework of Reference for Languages](#)

In practice, to express your interest, please follow the subsequent two steps:

1. You should send your documents in a single pdf in the following order:
 - 1.1. your CV
 - 1.2. completed application form.
2. If you are not registered yet in the open EPSO database, please do so in addition to expressing your interest at the following address: [CAST Permanent](#). To register in the EPSO application you must apply for (at least) one profile in the list of “[Selection procedures for Contract Agents](#)” for Contract Agent Function Group IV (FG IV). Please select the profile that best suits your education and experience⁴.

Please send these documents by the publication deadline to HOME-CALL@ec.europa.eu indicating the call for interest reference EC-2025-HOME-01 in subject and the unit(s) you would be interested in working for by 22/04/2025 at midday 12:00 CET.

No applications will be accepted after the publication deadline.

We will store the expression of interest forms in a database. If your profile is among the "best matches", you might be invited to sit the EPSO CAST Permanent computer-based multi-choice tests and/or might be contacted for an interview to further assess the competences required for the position that interests you.

Your final recruitment and its modalities will be subject to performance in the interview and the EPSO CAST Permanent tests. **Only pre-selected candidates will be contacted.**

5. WHAT ABOUT THE SELECTION STEPS

The selecting unit chooses from the EPSO database⁵ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best 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.

⁴ For more information please see the following links:

Registration: <https://europa.eu/epso/application/passport/login.cfm?langsub=ok&lang=en>;
<https://eu-careers.europa.eu/en/help/faq/epso-account-application>.

General information: <https://eu-careers.europa.eu/en/cast-permanent-selection-procedure>

Call for Expression of Interest: <https://eu-careers.europa.eu/en/documents/call-expressions-interest-cast-p-2023>.

⁵ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).

Recruitment

The selected candidate 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. The position will be subject to rules on conflicts of interest.

➤ **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 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 IV 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.