



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 or move between different policy areas in 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.

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

in DG CONNECT of the European Commission

Job title: Policy Officer

Domain: Information Technology

Where: Unit CNECT.G.1 – “Data Policy and Innovation”, Luxembourg

Function Group: FG IV

Contract Type: 3b

Express your interest until: 05.05.2025 - 12.00 (noon, Brussels time)

WE ARE

Unit G1 in **DG CONNECT**, the Data Policy and Innovation Unit, is at the forefront of shaping a vibrant data-driven economy in the EU, fostering the development of a seamless single market for data throughout the EU. Our core mission is to enable individuals, businesses, communities, and governments to harness the power of data in a manner that is both responsible and impactful.

Unit G1 plays a fundamental and essential role in the implementation and success of the European Strategy for Data, managing key legislative frameworks such as the Data Governance Act, the Data Act, and the Open Data Directive. These frameworks are instrumental in guiding Europe's digital transformation and ensuring the ethical use and sharing of data.

Additionally, Unit G1 is deeply involved in shaping international data flows and free trade negotiations, ensuring that cross-border data exchanges are conducted under secure, equitable, and mutually beneficial terms. This critical aspect of our work supports the global interoperability of data exchanges and reinforces Europe's strategic position in the international digital economy.

Beyond regulatory oversight, we support research and innovation through Horizon Europe and the Digital Europe programmes. Our focus is on pioneering big data technologies, funding initiatives that tackle pressing data management, analysis, and utilization challenges. This effort is aimed at equipping stakeholders to unlock the full potential of their data resources, enhancing societal, economic, and governmental outcomes.

WE PROPOSE

We are seeking a highly motivated *Policy Officer* to join our dynamic policy team, working within one of the most influential and rapidly evolving areas of EU policy – the European data economy. This position offers a unique opportunity to make a significant impact on shaping the future of data governance in Europe, contributing directly to the development and implementation of critical data policies.

The person in this role will contribute to the design and implementation of EU data policies, with a particular focus on the Data Governance Act, the Data Act, and the development of new initiatives,



including the European Data Union Strategy. This will involve inter-institutional negotiations and monitoring implementation to ensure effective and coherent policy execution.

The candidate will also play a key role in the development and implementation of Common European Data Spaces, ensuring they support data availability, interoperability, and secure data sharing across sectors.

A key aspect of the role is stakeholder engagement, both within the EU and internationally. The candidate will collaborate with industry representatives, public authorities, civil society, and academia to align data policies with market needs and societal expectations.

The candidate will assess the economic impact of data sharing by analyzing its effects on market dynamics, competition, and innovation. This includes evaluating how data-driven innovations contribute to economic growth, job creation, and sectoral competitiveness, as well as their broader social implications.

Additionally, the candidate will contribute to the coordination and follow-up of interservice consultations, participate in working groups and Member State coordination events, and assist in drafting briefings, speeches, and press materials to support strategic communication on data policies.

This is an exceptional opportunity for a proactive and innovative professional to shape the future of the European data economy, driving policies that will influence both economic growth and societal well-being.

WE LOOK FOR

A highly motivated individual to join the unit, someone who can contribute to the team's strength and is driven to achieve high-quality results through collaborative efforts. The ideal candidate will be proactive, well-organized, possess strong analytical and drafting skills, and have a keen understanding of the economic aspects of policies. They should also demonstrate an ability to perform effectively under pressure.

The ideal candidate will have a background in economics, politics or law, or equivalent qualifications. Previous experience in conceptual work, impact assessment, and policy development is highly advantageous, as is familiarity with policies in the data field.

A solid grasp of the European data economy, including big data, governance, international data flows, and the technologies driving it, such as AI and data analytics, will be a significant asset in shaping effective, forward-looking policies.

The candidate should be proficient at collaborating with teams across various Directorates and other Directorate Generals, and demonstrate the ability to engage effectively with external stakeholders, including Member States, private sector entities, and civil society organisations. Experience in developing strategy and position papers, as well as translating complex policy issues into clear, actionable recommendations, would be beneficial. Additionally, excellent drafting, presentation, and communication skills are essential.

Fluency in English is essential, while knowledge of other EU languages would be advantageous.



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. completed application form.

Please send these documents by the publication deadline to CNECT-G1@ec.europa.eu indicating the call for interest reference **EC/2025/CNECT/471334** 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 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 education which corresponds to completed university studies of at least three 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.

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.

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



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 **Luxembourg**.

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 2 years**. 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.