



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, languages and cultures make the Commission a vibrant and inclusive working place.

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 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 often recruits non-permanent staff. 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 Analyst / Country Coordinator (Data Analysis and Data Management) DG CNECT - European Commission

Job title: Policy Analyst (Data Analysis and Data Management) / Country Coordinator

Domain: Information and Communication Technologies

Where: Unit CNECT.B.2. – Digital Decade Coordination, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 07.05.2025- 12.00 (noon - Brussels time)

WE ARE

DG CNECT champions the digital transformation of Europe's economy and society. We develop and implement policies that strengthen the internal market, prepare Europe for the digital age, and ensure its technological sovereignty. We prioritize collaboration both within CNECT and across the European Commission, and we work closely with businesses, academia, public organizations, stakeholders, and citizens.

Our unit B.2 'Digital Decade Coordination' plays a central coordination role in ensuring that the 2030 vision on digital transformation as outlined in the Digital Decade Policy Programme becomes a reality. We oversee all aspects of digital policy, collaborating with Member States and stakeholders to implement the Programme and achieve its political objectives: competitiveness, resilience, sovereignty, and a human-centred digital environment. We also work towards specific EU-wide targets for connectivity, digital skills, digital businesses, and digital public services.

Our responsibilities include:

- Maintaining the Programme's governance structure, including the Digital Decade Board (expert group) and the Digital Decade Committee (comitology committee).
- Preparing the annual State of the Digital Decade Report, which assesses digital progress at the EU and country level and provides recommendations to Member States.
- Coordinating the digital aspects of the Next Generation EU/Recovery and Resilience Facility and the European Semester, including tracking Member State digital investments and proposing digital-related country-specific recommendations.



We maintain close contact with national authorities, facilitating the sharing of best practices among them and with key digital stakeholders at EU and Member State levels. We embrace innovative digital tools, using a Microsoft Teams-based platform for communication and collaboration with Member States and exploring the use of Artificial Intelligence to enhance our work.

Our dedicated team of around 20 colleagues from diverse backgrounds often works in cross-unit project teams to delve deeply into various aspects of digital policy, combining expertise from both EU and Member State levels.

WE PROPOSE

An exciting position for a data analyst contributing to the future development of the monitoring system of the Digital Decade Policy Programme, with its set of key digital indicators, within the EU digital policy framework. The future colleague will carry out economic and statistical analyses related to the ongoing digital transformation of the European economy, underpinning the policies and programmes under DG CNECT's responsibility. The successful candidate will contribute to the State of the Digital Decade Report (thematic and country chapters) and the related country analysis, identifying and collecting data, designing/updating indicators, contribute to process automation or otherwise facilitation/transformation of data for policy work, and sourcing data and analyses through external studies. The position entails frequent contacts with other CNECT units, with senior management, other services in the Commission and external stakeholders, including Member States authorities and international organisations.

WE LOOK FOR

1. Required

We are looking for an enthusiastic, dynamic, resilient and constructive team player with at least 3 years of working experience. The candidate is expected to show a strong sense of teamwork, initiative and responsibility, organisational talent and excellent analytical, interpersonal, cooperation, communication and presentation skills. He/she is expected to demonstrate strategic thinking, ability to bridge data and policy work, an understanding of digital technologies as well as intellectual curiosity and creativity and capability to work under pressure and to tight deadlines.

2. Desired

Relevant background ideally as data analyst/statistician/econometrician/economist/business analyst and experience in policy work and/or country analysis.

3. Languages

The post requires a very good command of English, both orally and in writing. Knowledge of French (or any other languages) is an asset.



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. motivation letter
 3. duly filled in application form.

Please send these documents by the publication deadline to Eric.Peters@ec.europa.eu and Anne.Jarvi-Koukonen@ec.europa.eu indicating the call for interest reference EC/2025/CNECT/423266 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>).

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



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(a)/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 of 1 year**. Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

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\(2017\)6760](#) on policies for the engagement and use of contract 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.