



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 over your whole career;
- Opportunities to try several areas of work throughout your career;
- Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
- We are also proud to be an equal opportunity employer and promote diversity and inclusion.

We recruit from a wide range of backgrounds:

We are not only recruiting political scientists and lawyers but also looking for all kinds of profiles, including natural scientists, linguists and economists, as well as drivers and engineers.

For more information ec.europa.eu/work-with-us.



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](#).



Policy Officer

DG Climate Action of the European Commission

Selection reference: CLIMA/COM/2025/613

Domain: Climate Change

Where: Unit CLIMA.B.2 – „ETS (II): Implementation, Policy Support & ETS Registry “, Brussels

Staff category and Function Group: Temporary agent 2b/2d – Administrator

Grade: AD 5-8

Publication deadline: 06.05.2025 – 12.00 (Brussels time)

WE ARE

The EU is leading international and domestic efforts to tackle climate change and the EU Emissions Trading System (ETS) is the cornerstone of EU climate policy. The EU ETS provides a flexible means for emitters to reduce greenhouse gas emissions at least cost to society. The system covers the power sector, energy-intensive industrial sectors, aviation and maritime sector and from 2027 also Building and Transport. It also generates tens of billions of euro to the Member States for investing in climate action as well as the Innovation Fund.

Unit CLIMA.B2 is in the lead for the implementation of major work-streams of the EU ETS.

The Union Registry centralises all the ETS operations in a single registry that holds accounts and registers transfers of EU Emissions Allowances (EUAs) of more than 15,000 operators participating in the EU ETS from 30 countries. We operate and monitor the Union Registry.

The monitoring and reporting of greenhouse gas emissions is the foundation of the ETS. Harmonised rules also include the verification of the reports by independent verifiers as well as the accreditation of these verifiers.

An important share of the allowances is provided for free to industry sectors to ensure that their production is not moved outside Europe because of carbon costs, leading to higher emissions, while incentivising them to reduce emissions. We ensure a harmonised implementation across Europe of these rules.

Even more allowances are sold to operators and traders in regular auctions. This generates substantial revenues for Member States (in 2023 more than 40 billion €) which are mainly used to support climate policies. We set rules for auctioning and manage the contract with the common auctioning platform used by almost all Member States.

We are working on different legal acts providing the secondary legal framework to implement the revised ETS Directive. Furthermore, we ensure the day-to-day implementation keeping the EU-ETS up and running. This includes the assessment of applications for free allocation and adjustments to free allocation following activity level changes and other changes in the operation of ETS installations.

We are a highly motivated and friendly team of today around 20 professionals, including lawyers, economists and engineers. We work in close collaboration with other CLIMA units, DGs, Member States in specific groups, and with a wide array of stakeholders.

(Selection reference CLIMA/COM/2025/613)



WE PROPOSE

We propose a position for a highly motivated policy officer in DG CLIMA.B2. The new colleague will be involved in tasks related to policy implementation and policy monitoring of the EU ETS especially related to key elements of the system such as free allocation of allowances including their annual adjustments as well as the monitoring, reporting and verification of emissions. This includes in particular the assessment of requests for free allocation and of request for allocation changes which needs to be checked in view of correctness and compliance with the highly technical rules for free allocation.

Her/his tasks will at the same time include support for ETS outreach activities to the broad range of stakeholders involved in the ETS. This may include preparation of background papers, preparation of briefings and presentations on technical issues of free allocation rules.

The colleague will also ensure some key functions of the Central Administrator of the Union Registry, i.e. the creation and transfer of allowances with significant economic value.

The post will offer a stimulating experience in one of the core policy areas for DG CLIMA with many links to other important policies and issues of the Green Deal, a policy of high importance to the citizen in a rapidly evolving policy context.

WE LOOK FOR

A very motivated and well-organised colleague with a demonstrated track-record in policy implementation with an analytical focus, with well-developed negotiation and communication skills as well as a willingness to learn. He/she should have a technical background in engineering, economics or equivalent degree, and concrete experience in analysing complex issues and drafting policy documents and presentations, a strong sense of responsibility and initiative and coordination skills.

The successful candidate should have sufficient professional experience in environmental or climate policy, in particular in the field of emissions trading and its technical implementation rules. Given the significant economic value of free allocation to industry, security clearance is a pre-requisite for the job and, if not yet available, would need to be requested at latest when starting the job assignment.

The ability to grasp technical issues and translate them into politically relevant material, to work under pressure on a wide range of issues, and a high level of flexibility and adaptability to new tasks and challenges will be needed.

We look for a colleague who combines the ability to work with a high degree of autonomy, with an interest in actively cooperating with team members in the unit. He/she would be able to manage a number of files simultaneously and to produce high quality output sometimes within short deadlines. Excellent interpersonal skills and the ability to maintain and develop good relations with colleagues inside and outside the unit will be essential.

Excellent oral and written communication skills are essential, in particular in English, including the capacity to explain complex issues in a non-technical and comprehensible way.



HOW TO EXPRESS YOUR INTEREST?

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 CLIMA-B02-ARES@ec.europa.eu indicating the selection reference CLIMA/COM/2025/613 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 in 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 EU¹
- 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.

¹ 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. Only in the case that no suitable candidate can be found from the afore-mentioned categories this vacancy notice is published and is open to other applicants².

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter 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. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ **Type of contract and working conditions**

The place of employment will be in **Brussels**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

The recruitment grade, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous appropriate professional experience, in accordance with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

² Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



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.