



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 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 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:** Public policy

Where: Unit CNECT.C.1 (High Performance Computing and Applications), Destination Earth sector, Brussels/Luxembourg

Function Group: FG IV

Contract Type: 3b

Express your interest until: 10.06.2025 - 12.00 (noon, Brussels time)

WE ARE

DG Connect develops and implements policies to make Europe fit for the digital age. We invest in research, innovation, deployment and uptake of trustworthy and green digital technologies that improve our economy and people's lives. Through funding, legislation and policy initiatives, we help ensure European leadership and independence in critical digital technologies and promote the EU's human-centric model of an innovative, fair and sustainable digital transformation of society.

Unit C1 "High Performance Computing and Applications" implements the EU's HPC strategy and supports strategic EU-wide HPC applications, notably the Destination Earth initiative, developing a highly accurate digital model of the Earth. The unit also supports the development of the European Open Science Cloud (EOSC) and collaboration of European National Research and Education Networks (NRENs) through GÉANT.

WE PROPOSE

We offer a unique, challenging and rewarding position as a lead policy officer responsible for public sector engagement and implementation strategy of the Destination Earth initiative. The key responsibility of the policy officer is to engage with multiple stakeholders at all public sector levels (international, European, national, regional and local), assist and guide them in using and adopting the Destination Earth system and designing and implementing new tailored digital solutions for tackling the effects of the changing climate.

The policy officer will be part of the unit's Destination Earth team, composed of science and technology experts, working in very close collaboration with the Destination Earth entrusted entities (ESA, ECMWF and EUMETSAT). The work entails frequent contacts with the other relevant services of DG CNECT as well as other DGs (e.g. DEFIS, CLIMA, ENV, ECHO, INTPA, RTD, JRC), representatives of the EU Member States and the countries associated to both Horizon Europe and Digital Europe Programmes, and other public and private sector actors. The policy officer will also support the work of the HPC sector of the unit, in particular with the implementation of the AI Factories



initiative.

WE LOOK FOR

We are looking for an experienced and skilled public policy specialist to join our Destination Earth team. The candidate should have extensive and proven experience in supporting EU policy-makers and Member States public sector authorities for designing and implementing innovative digital tools, applications, and services at the nexus of science and technology for improved public service offer and delivery.

You are a dynamic, knowledgeable and result-oriented colleague with strong sense of initiative and responsibility, and with proven ability to manage multiple strands of complex stakeholder relations simultaneously in a fast-moving environment, guided by a strong political mandate, short delivery times and ambitious goals. The ability and capacity to organise your work productively and autonomously with minimum supervision, both individually and as part of a cross-disciplinary team, is essential. Strong interpersonal skills, including negotiation skills, are indispensable, as are both verbal and written communication skills. Positive and tactful attitude and high working ethics are your core attributes, as you aim to deliver to the highest standards of European public service.

A. Required

- Proven ability to drive European public sector actors in adopting new innovative digital tools, services and processes for improved decision and policy making in complex socio-environmental and/or socio-economic impact sectors
- Solid understanding, experience with and/or a keen interest in related key enabling technologies, in particular digital twins, AI, HPC, cloud technologies is indispensable
- Ability to work independently under tight deadlines to deliver tangible results
- Strong networking, negotiation and communication skills, excellent command of English

B. Desired

- Experience in Earth system modelling, climate change adaptation and disaster risk management and related impact sectors (e.g. energy, health, urban planning, agrifood sector, water management) is a strong asset
- Previous experience in European level communication strategies and tools is an asset

C. Personal qualities

- Dynamic, knowledgeable and result-oriented
- Excellent organisation skills, strong sense of initiative and responsibility
- Strong interpersonal skills, capacity to work both independently and as part of a team
- Positive and tactful attitude and high working ethics

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-c1@ec.europa.eu indicating the call for interest reference EC/2024/CNECT/432164-02 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?

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://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



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 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 **Brussels or 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.