



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

DG Employment, Social Affairs and Inclusion

European Commission

Job title*: Policy Officer

Domain:** Economics, finance and statistics

Where: Unit EMPL.F1 – „European Semester, EMCO”, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 29.05.2025 – 12.00 (noon, Brussels time)

WE ARE

The Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL) pursues policy, legislative and financial initiatives to build a competitive social market economy in the EU by shaping and promoting a modern European social model. Through the implementation of the European Pillar of Social Rights and with the help of EU funds, it aims to create more and better jobs, promote skills, improve the functioning of the labour markets and fight poverty and social exclusion.

The mission of Unit EMPL.F1 is to contribute to better employment and social outcomes in the European Union by providing high-quality input to economic, employment and social policy coordination in the European Semester, in which the governance of the European Pillar of Social Rights is embedded. DG EMPL is at the core of the European Semester governance and Unit F1 ensures its leading role, liaising closely with the other Commission services involved (SG.REFORM, ECFIN, REGIO, GROW, EAC, SANTE, JUST). The Unit is responsible for the Joint Employment Report (JER) as the flagship publication of DG EMPL in the Semester context. It also leads on the Social Convergence Framework, and contributes to defining the governance of the Union of Skills, and to defining the monitoring framework for quality jobs in view of the Job Quality Roadmap announced by the President. Moreover, the Unit leads the strategic reflections on the design of economic governance frameworks and monitoring tools, including the EU headline and national employment, skills and social targets by 2030, and the Social Scoreboard. It provides input to the work related to the Recovery and Resilience Facility.

WE PROPOSE

Unit F1 of DG EMPL is seeking to hire an economist that can play a central role in steering the labour market and social analysis and policy recommendations in the context of the European Semester.

The position entails direct drafting in relation to the Joint Employment Report, DG EMPL's flagship publication on employment and social developments as part of the Semester Autumn Package. It



involves analytical and coordination work in order to contribute to the monitoring of employment and social policies and related recommendations to Member States in the European Semester, including in the context of the Social Convergence Framework (SCF), the country reports and country-specific recommendations. In this context, the post also requires coordinating and steering DG EMPL's country teams for two or three countries, as well as representing the DG in the SG.REFORM country team meetings and country missions. It entails responsibility in helping preparing DG EMPL's position in view of Commission decisions on the semester. The drafting of notes to the Employment Committee and its subgroups as well as of strategic notes on employment and social governance issues are also part of the job. Contributions are expected in particular to the work on developing a monitoring framework for quality jobs and on social investment, both files of high political relevance under the new College. It is a position in a dynamic and rewarding work environment. The successful candidate should be able to produce high quality output also within short time frames, have excellent drafting, coordination, and communication skills, and be an excellent team player.

WE LOOK FOR

We are looking for a dynamic, proactive and motivated colleague with a strong economic background and interest to work on labour market and social issues.

The ideal profile for the job is the one of an economist by educational background. Some work experience in the field of economics is also essential. Excellent analytical, drafting and coordination skills in English are an asset. She/he also needs to have a very good understanding of policy relevance and political sensitivity. Strong social skills are also required, with an ability to coordinate colleagues within the unit and the Directorate-General. Knowledge and understanding of European economic governance would be a plus. In addition, the colleague will need a sense of initiative in combination with self-motivation and capacity to work autonomously as well as a very strong team player attitude.

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 Katia.BERTI@ec.europa.eu indicating the call for interest reference EC-2025-EMPL-393744 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://europa.eu/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.

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(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.

[For 3b] The duration of the **first contract will be one 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.

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



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.