



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 jobs with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to move between different policy areas throughout 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.

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

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 – Policy development and coordination supporting the Common Fisheries Policy and negotiations with third countries

Directorate-General for Maritime Affairs and Fisheries (DG MARE) of the European Commission

Selection reference: MARE/COM/2025/861

Domain*: European Public Administration

Where: Unit MARE.C.5 – „Management of fisheries shared with the UK, Norway and other Coastal States “, Brussels

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

Grade range: AD5-AD8

Publication deadline: 27.05.2025 – 12.00 (Brussels time)

WE ARE

The Directorate-General Maritime Affairs and Fisheries (DG MARE) is responsible for the development, implementation and monitoring of the Common Fisheries Policy and the development and implementation of the Integrated Maritime Policy. The DG has around 380 staff, distributed over 5 Directorates and 21 Units. The wide variety of responsibilities creates an interesting and challenging work environment. Hierarchical circuits are short, and working efforts translate into tangible results with a direct impact on the ground and on stakeholders.

Unit C5 was created in 2021, after the UK withdrawal from the EU, to contribute to the sustainable management of fisheries in the North Sea and North East Atlantic, through cooperation, consultation and negotiation with the United Kingdom, Norway, and with the other coastal State (CS) in the region on the relevant stocks and their management. The sustainable management is pursued in line with the main objectives and principles of the common fisheries policy (CFP), seeking conservation of the biological resources and sustainable management of the fishing fleets as a positive outcome of the partnership with the third parties concerned.

The unit is in charge of: (a) the negotiation, on behalf of the European Union, of the fishing opportunities and of other joint measures to ensure that the fisheries then conducted are in line with the Common Fisheries Policy and with the agreements between the EU and these countries (in particular the EU-UK Trade and Cooperation Agreement (TCA), the EU-Norway agreements, the EU-UK-Norway arrangement and the EU-Iceland agreement); and (b) the monitoring, application and



implementation of the relevant obligations under the TCA, such as the management and the co-chairing of the Specialized Committee for Fisheries and its Working Group.

In addition, the unit ensures the management and monitoring of all aspects related to fishing opportunities in the relevant geographic area. The unit also works with the Member States and relevant stakeholders on how to best ensure the implementation Common Fisheries Policy and its sustainability goals, in the context of the European Green Deal.

The Unit works intensively with Member State representatives and with other Commission services like the Secretariat General, the Legal Service, DG ENV and DG TRADE. The Unit works on a number of sensitive and visible files, including in the conduct of negotiations and consultations.

We are a diverse, friendly and dynamic team of 15 persons, all highly qualified and dedicated and we look forward to welcoming a policy officer who is in search of an exciting career in a Unit which offers a unique mix of policy challenges.

WE PROPOSE

Unit MARE.C.5 is seeking to hire a policy officer tasked to contribute on specific files related to the implementation of the CFP in the North-East Atlantic and the North Sea, to the implementation of International agreements and arrangements in the region and to the successful conduct of bilateral and multilateral negotiations with the UK, Norway and other coastal States (Iceland, Greenland, the Faroe Islands) on fishing opportunities, sharing arrangements and fisheries-management related topics. The policy officer will be working closely with the Head of EU Delegation towards Coastal states consultations to prepare and support the consultations processes.

The position entails:

- Contributing to the preparation of, conduct and follow up to consultations on Fishing opportunities and exchanges of specific stocks with partners in the North East Atlantic, as well as on other fisheries management issues, with emphasis on the legal and procedural dimensions. This would also entails maintaining regular contacts with other DG MARE services involved in bilateral and multilateral negotiations.
- Contributing to negotiations with coastal States on TAC setting, sharing arrangements, access to waters and other related activities.
- Contributing to the implementation of existing agreements and arrangement, including to the monitoring, implementation and decision making in the EU-UK Specialized Committee on Fisheries (SCF) on management of fisheries, including technical measures and science development, among others.
- Analysing the relevant information and documents supporting fisheries management consultations with the UK, Norway and other coastal States, including from the International Council for the Exploration of the Sea (ICES).
- If relevant, liaising with Advisory Councils and/or relevant stakeholders on all the matters related to the implementation of the CFP in the area.
- Contributing to the preparation of files, notes, briefings, negotiation strategies, among others.



WE LOOK FOR

A motivated and dynamic team player, with high sense of responsibility and with a strong service orientation.

Ideal candidates should hold a legal background and demonstrable experience in fisheries or maritime policy development, international negotiations on fishing opportunities and implementation of fisheries agreements and arrangements. Previous experience with legal advice, complaints or disputes and/or international negotiations on fisheries matters is highly desired. Knowledge of and experience with the Common Fisheries Policy, the EU-UK Trade and Cooperation Agreement and other relevant international law such as WTO related aspects of fisheries policies would be an advantage.

They should also possess well-developed negotiation, representational and communication skills to work efficiently with other Commission services, with stakeholders and with third countries.

Good understanding of the EU institutional setting, EU-UK TCA, co-ordination and drafting skills, good intellectual/problem solving and judgement skills, a capacity to work autonomously are prerequisites for this position. We seek commitment to quality of work, with readiness to sometimes work irregular hours, to participate in missions, and with ability to meet tight deadlines.

Languages: fluency in oral and written English and French is a prerequisite.



HOW TO EXPRESS YOUR INTEREST?

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 MARE-C5@ec.europa.eu indicating the selection reference MARE/COM/2025/861 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 for 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 EU²
- 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.

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).



➤ **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 priority³. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

A selection panel will choose a limited number of candidates for interview, based on the CV and application form 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.

➤ **Type of contract and working conditions**

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

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

³ Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



➤ **Grade**

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2013\)9049](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be that of a new published competition or already planned in the field. If there is none, recruitment will be at the level of AD5. The Authority authorised to conclude Contracts of Employment ('AACE') may grant a grade AD6 or AD7 based on an assessment of the needs of the service, including without limitation the nature of the profile sought, the level of responsibility to be exercised or the labour market conditions for the profile in question, and on the duration of the candidates' previous appropriate professional experience. The maximum recruitment grade is AD8, which may be granted under very exceptional circumstances.

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.