



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

DG RESEARCH AND INNOVATION of the European Commission

Selection reference: RTD/COM/2025/1097

Domain*: Science and Research

Where: Unit RTD.D2 - „Health Innovations and Ecosystems “, Brussels

Staff category and Function Group: Temporary agent 2d - Administrator

Grade range: AD 5-8

Publication deadline: 30.06.2025 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Research and Innovation (DG RTD) is responsible for designing, developing and implementing the European Research and Innovation (R&I) policies and programmes that, together with relevant investment agendas and regulation, aim to accelerate the transition towards a sustainable, fair and prosperous future for people and planet; achieve the desired scientific, technological and societal impact; are based on evidence and the involvement of citizens and innovation ecosystem stakeholders; are implemented in an ethically robust, effective and efficient manner; and focus on European added value.

The ‘People’ Directorate addresses the challenges posed on health, wellbeing, democratic participation and fair societies by an ageing, increasingly digitalised and globalised society, environmental degradation, and climate change as well as other socio-economic and political transitions.

The ‘Health Innovations & Ecosystems Unit’ (D2) in this Directorate fosters the development and uptake of innovations in health care, ensuring that citizens benefit from breakthrough technology innovations and efficient health ecosystems. For that aim, the Unit defines and implements Research & Innovation (R&I) strategies to boost the development, validation, integration, and scaling up of safe, personalised, effective and efficient health interventions, products and services, including digital solutions. It helps speed up the uptake of innovative technologies and novel organisational modes, taking advantage of the data-driven digital transformation of health and care.

The Unit covers a wide scope of areas in health R&I, including personalised medicine, rare diseases, advanced therapies, digital health, health care systems, alternatives to animal testing, as well as environment and health. It contributes amongst others to the development of the Health Union, the Life Science Strategy and the Biotech Act. It also contributes to the implementation of the Green Deal and the Digital Agenda.

(Reference: Selection reference RTD/COM/2025/1097

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In addition, the Unit fosters science to enable evidence-based regulatory evolution in support of health innovations and convergence of technologies.

The Unit develops and implements several partnerships, with Member States as well as with industry, maximizing their impact for the benefit of the society

WE PROPOSE

We propose a challenging and interesting position for a policy officer in a dynamic environment, giving an opportunity to contribute to health research and innovation policy. Our unit offers a friendly and motivating working atmosphere and our team has around 20 staff members.

The successful candidate will have varied and significant responsibilities and will assist in the development and implementation of specific health-related actions under Horizon Europe with a strong focus on biotechnology. The Policy Officer will have the following tasks:

- Keep up to date with world-wide trends and developments in policy, research and clinical results in health biotechnology
- Contribute to the implementation of the Commission communication on “Building the future with nature” that sets out to boost biotechnology and biomanufacturing in the EU
- Contribute to the Strategic Technologies for Europe Platform (STEP) that has been proposed by the Commission aiming to support European leadership on critical technologies such as biotechnology
- Contribute to the implementation of the upcoming Life Science Strategy and to the development of the Biotech Act as regards health.
- Contribute to future policy development and programme planning in health biotechnology and bioeconomy
- Contribute to the development of research and innovation call topics in the field of health biotechnology using the full array of funding instruments
- Follow-up of EU-funded research and innovation on biotechnology and advanced therapies in terms of results and impact
- Liaise with other Commission services – e. g. Directorate-General for Health and Food Safety, Directorate-General Internal Market, Industry, Entrepreneurship and SMEs, the European Medicine Agency, Innovative Health Initiative, Executive Agencies
- Organise outreach events such as meetings and workshops

WE LOOK FOR

The ideal candidate for the job should be a highly motivated, experienced, pro-active, and reliable person with a strong sense of responsibility and initiative, who can work independently as well as



being part of a dynamic team. The successful candidate should be capable of prioritising, delivering effectively and cope with at times heavy workload, while being sufficiently flexible to contribute to the work of other colleagues.

The post requires the ability to provide quick input, strategic intelligence, and scientific analysis, and to prepare targeted policy briefings for the hierarchy, as well as swift and sound responses to stakeholder concerns or political issues. Excellent oral and written skills in English, allowing for effective communication with all counterparts and partners, as well as the capacity to establish solid collaborative working relations are essential.

A background and qualifications in health research and biotechnology is essential and should be substantiated by a strong track record of peer reviewed publications. Candidates need to have a thorough understanding and experience with the development of research and innovation EU's policies and initiatives in the area of health biotechnology. Candidates need to have experience with the development of research and innovation topics and the implementation of EU funded research and innovation projects. Experience with innovation procurement instruments would be a strong asset. Knowledge of different R&I funding instruments is required, in addition to previous experience in coordination across different services.

As regards areas, good experience working on several of the following fields is expected: medicine development, clinical research, cell/gene therapy, stem cell research, immunotherapy and advanced therapy medicinal products and well as the ethics of biotechnology.



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 RTD-D2-ASSIST@ec.europa.eu indicating the selection reference RTD/COM/2025/1097 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.