



## **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 Sweden<sup>1</sup>. 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](https://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](#)

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<sup>1</sup> Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



# Programme Officer

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

**Selection reference:** MARE/COM/2025/1101

**Domain\*:** European Public Administration

**Where:** Unit MARE.D2 – „Structural Support Mediterranean, Black Sea and Landlocked Member States“, Brussels

**Staff category and Function Group:** Temporary agent 2b- Administrator

**Grade range:** AD5-AD8

**Publication deadline:** 20/06/2025 - 12.00 (Brussels time)

### WE ARE

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DG Maritime Affairs and Fisheries (DG MARE) aims to develop the potential of the European maritime economy and to secure sustainable fisheries, a stable supply of seafood, healthy seas and prosperous coastal communities – for today's Europeans and for future generations. This involves among other things formulating, developing and implementing the Common Fisheries Policy – the cornerstone of our actions for a sustainable exploitation of fisheries resources; and promoting an integrated approach to all maritime policies. The DG has around 380 staff, distributed over 5 Directorates and 21 Units. The wide variety of responsibilities creates an interesting and challenging working environment. Hierarchical circuits are short, and working efforts translate into tangible results with a direct impact on the ground and on stakeholders. Unit D2 contributes to the sustainable exploitation of marine resources and to the integrated development of coastal regions in the Member States of the Mediterranean and Black Sea and the landlocked Member States (Austria, Bulgaria, Cyprus, Greece, the Czech Republic, Hungary, Italy, Malta, Romania, Slovenia, Slovakia and Croatia) through the implementation of the European Maritime and Fisheries Fund (EMFF) for the period 2014-2020.

### WE PROPOSE

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Unit MARE.D2 of DG MARE is seeking to hire one Programme Officer who will ensure the monitoring of the implementation of the Croatian programmes for the period 2021-2027 and the closure of the 2014-2020 programming period. For Croatia this represents an EU budget of EUR 244 million for the EMFAF and EUR 253 million for the EMFF. The job implies pro-active interaction with Member State authorities and stakeholders, representing the Commission in Monitoring Committees and Annual Performance Review Meetings, monitoring and facilitating implementation progress and budget execution, assessing implementation reports and initiating payments among others. You will play an important advisory role towards the relevant authorities, in particular for

(Selection reference MARE/COM/2025/1101)



programme modifications and interpretation questions. As key interlocutor with the Member State authorities, the position offers a challenging but exciting opportunity to broaden and deepen your knowledge of bringing financial support to the sector in line with policy needs. In addition, you would act as back-up Programme Officer for other Member State(s), notably Italy and Slovenia. You will also have thematic responsibilities, for which you will be the main contact person towards other units in the DG, other services in the Commission and colleagues within the unit. Notably, you will be the main focal point for the closure of 2014-2020 EMFF programmes and responsible for the follow-up of the outstanding 2007-2013 EFF and FIFG programmes. You will liaise with the other units in MARE and advise your colleagues accordingly on procedural and legal aspects. As D2's focal point on compliance and enforcement, you will ensure the overall financial monitoring of financial support provided to D2 MS including the follow-up on audit, EPPO and OLAF matters.

## **WE LOOK FOR**

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We are looking for a motivated and dynamic colleague with the ability to work autonomously as well as being part of a small but highly motivated team. Good planning and organisational skills, a proactive mindset and excellent communication skills, notably in the contacts with the Member State(s), as well as a good understanding of the functioning of structural support. Understanding MARE policies or solid programme management experience are clear assets. Fluent English is required and working knowledge of Croatian or any other language of the Member States under MARE.D2 responsibility an advantage. The job involves some missions, in particular to Croatia.

The ideal profile for the job has at least one year of relevant professional experience in the management of structural policies in EU Member States.



## HOW TO EXPRESS YOUR INTEREST?

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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 [yves.van-poeke@ec.europa.eu](mailto:yves.van-poeke@ec.europa.eu) indicating the selection reference MARE/COM/2025/1101 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 EU<sup>2</sup>
- 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.

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<sup>2</sup> 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<sup>3</sup>. 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.**

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<sup>3</sup> 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 **1<sup>st</sup> 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.