



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 or move between different policy areas in 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. 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](#)



Policy Assistant

in DG TAXUD – European Commission

Job title: Policy Assistant – CBAM

Domain: Climate Action

Where: Unit TAXUD.C.5. Economic Analysis and Taxation of Exempted Sector, Brussels

Function Group: FG III

Contract Type: 3b

Express your interest until: 11.07.2025 - 12.00 (noon, Brussels time)

WE ARE

The Directorate General Customs and Taxation (DG TAXUD) mission is to promote fair and sustainable policies that generate revenue for the EU and its Member States and ensure that EU citizens and businesses benefit from global trade and a safe and secure Single Market protected at its borders.

Within DG TAXUD, Directorate C is developing an overall policy in the area of indirect taxation, including financial sector taxation as well as environmental, transport and energy taxation, VAT, excise duties and tax administration. It is also responsible for developing and implementing the Carbon Border Adjustment Mechanism and tax initiatives included in the European Green Deal. The Directorate includes 88 staff with a good mix of officials, temporary and contract agents and national experts.

Unit C.5 is responsible for providing sound economic analysis to support EU policies in the field of indirect taxation, developing methodologies for the operation of the EU Carbon Border Adjustment Mechanism (CBAM), contributing to EU tax policy development and co-ordination of indirect tax matters in the area of financial sector taxation or other sectors currently exempt from VAT. It works closely with the Principal Adviser to the Director-General, and it is also coordinating the contribution of Directorate C to the European Semester.

The C.5 team working on CBAM will work closely with other units in the directorate and the DG covering other responsibilities related to CBAM. The CBAM team is relatively recent and fast growing. The team is made up of motivated colleagues with very different backgrounds including in the area of economics, climate & environmental policies, engineering and policymaking.



WE PROPOSE

TAXUD Unit C5 is seeking to hire a Policy Assistant (Contract Agent Function Group III) to join a very motivated team designing and operating the CBAM, a ground-breaking climate instrument and the first of its kind worldwide. The job entails a rare mix of intellectual curiosity, analytical depth, policy relevance and operational impact.

The CBAM team in Unit C5 is in charge of

- economic analysis related to CBAM, including economic and impact analysis for the future extension of CBAM scope
- developing the methodology for calculating and reporting emissions embedded in CBAM goods and assessing into possible scope extension.
- risk analysis, including quantitative/empirical analysis of customs, trade and other relevant data.

While these three work strands are very much interrelated, the job holder is primarily expected to support the analysis work of the CBAM team related to the scope and methodology of CBAM. The successful candidate will also be called to contribute to activities related to other files of the Unit and the Directorate as well as horizontal project teams.

The job entails continuous contacts with other units in TAXUD, notably Unit C2 in charge, inter alia, of CBAM legislation and units dealing with customs and IT issues, as well as with other Commission services such as CLIMA, ENER, JRC, GROW, TRADE, ECFIN, and COMP, other EU institutions and Member States as well as with business groups, academics, experts and other interested parties.

WE LOOK FOR

We are looking for a dynamic and motivated colleague to join our CBAM-team at the intersection of technical analysis and climate policies.

Candidates should hold a degree with a link to environmental or climate policies. Knowledge of environmental, climate and energy policies including the EU Emission Trading System would be desirable. Familiarity with energy-industries, in particular CBAM sectors, would be an asset.

Moreover, the ideal candidate would have the following skills:

- Good analytical skills and sound judgement, and an ability to identify and work out concrete solutions;
- A sense of initiative, ability to perform a variety of tasks and deliver results under tight deadlines;
- Excellent communication and drafting skills and an ability to cooperate with external stakeholders;



- A pro-active and positive attitude, 'out of the box' thinking and readiness to work across silos;

We are looking for a colleague enjoying working in a team with other experienced colleagues from different cultural and linguistic backgrounds. Candidates will join a new versatile team and to work closely with colleagues in other units in TAXUD and in the Commission. DG TAXUD promotes a spirit of entrepreneurship and initiative, needed for this post.

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. motivation letter
 3. completed application form.Please send these documents by the publication deadline to Astrid.VAN-MIERLO@ec.europa.eu and Martin.Becker@ec.europa.eu indicating the call for interest reference EC/2025/TAXUD/492777 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 post-secondary education attested by a diploma OR
- (b) a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

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 EU¹
- AND have a satisfactory knowledge (minimum level B2)² 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 database³ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

¹ 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).

² For details on language levels, please see the Common European Framework of Reference for Languages (<https://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.

³ Therefore, candidates who did not pass already a CAST on the level Function Group III, 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**.

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 III**. 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 1 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 III 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.