



## **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, languages and cultures make the Commission a vibrant and inclusive working place.

### **WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:**

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
- Opportunities to try several areas of work throughout your career;
- Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
- We are also proud to be an equal opportunity employer and promote diversity and inclusion.

### **We recruit from a wide range of backgrounds:**

We are not only recruiting political scientists and lawyers but also looking for all kinds of profiles, including natural scientists, linguists and economists, as well as drivers and engineers.

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 often recruits non-permanent staff. 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 Officer – Skills Intelligence

## DG JRC of the European Commission

**Selection reference:** JRC/COM/2025/1223

**Domain:** Science and Research

**Where:** Unit JRC.B.6 – Industrial Strategy, Skills and Technology Transfer Unit, Sevilla

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

**Grade:** AD 5-7

**Publication deadline:** 19/06/2025 – 12.00 (Brussels time)

### WE ARE

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As the science and knowledge service of the European Commission, the Joint Research Centre provides independent, evidence-based knowledge and science, supporting EU policies to positively impact society. We provide anticipatory capacity, solid expertise and ability to propose and implement interdisciplinary research. The activities are carried out in collaboration with relevant Commission Services, national and international organizations and stakeholders. At the JRC we organise our work in portfolios which are the main building blocks of our multi-annual work programmes. More information about the JRC can be found at: [Science for policy – European Commission](#)

The current vacancy is in the Directorate for Fair and Sustainable Economy (Directorate B). The mission of the Directorate is to provide first-class analysis and data to support the EU's aim for today's and tomorrow's Europeans to enjoy fair and sustainable prosperity. It takes a systemic view of the relationships between economic activities, the environmental impacts of human activities and the societal needs of the EU's citizens. Directorate B develops and carries out macroeconomic analysis and support policy making with its unique analytical and modelling tools. It boosts EU innovation-driven competitiveness in the global context, turning territorial diversity and urban-rural interactions into value. It drives European markets, industry and services including construction and the built environment, towards environmental sustainability.

Specifically, the vacancy is in JRC's Unit B6 – Industrial Strategy, Skills and Technology Transfer. This unit supports policy making for a globally competitive and world-leading EU industry, cleaner, more digital and more resilient, capable to ensure Europe's strategic autonomy in critical technologies and strategic value chains, in a context of profound global geopolitical shifts. It monitors and analyses industrial trends, opportunities and competitiveness in a context of transformation with a focus on R&D investments, technological development and innovation, productivity growth, technology transfer, and skills requirements. The unit also analyses the implications of these trends for European labour markets and human capital, and how employment, education and training policies can support a fair digital and green transition.

The post is located in Seville.



## **WE PROPOSE**

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We propose a Policy Officer – Skills Intelligence position. As member of the industrial innovation and competitiveness team, the successful candidate will:

- Underpin JRC work to reinforce capabilities in analysing the complex relationships between skills development, labour market trends, and educational pathways;
- Lead new strands of analytical activities in the areas of employment and skills in the context of industrial transformations (green and digital transitions) and of new policies targeting the reinforcement of EU's industrial base to foster economic competitiveness and economic security;
- Conduct in-depth analysis of skills at the sectoral and territorial level, identifying areas of strength and weakness, and informing evidence-based policy decisions;
- Contribute to the implementation of the Union of Skills, and specifically the initiatives related to skills intelligence.

The work will involve:

- Frequent contacts with other JRC units, Commission services (notably with DG EMPL and DG EAC), Member States and stakeholders;
- Coordinating inputs from different JRC units and/or external experts;
- Preparing draft working papers, briefings, speeches and other material;
- Preparing, coordinating and attending meetings of committees, expert groups, project groups, etc.;
- Preparing and managing external contracts.

The position offers a real opportunity to demonstrate a high level of interpersonal and diplomatic skills through varied tasks and ample possibilities for personal development.

## **WE LOOK FOR**

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We look for a highly experienced research professional with a strong background in economics, education, and labour market research, and a proven track record of publishing in top scientific journals and informing policy decisions at the EU level. The ideal candidate has excellent analytical, problem-solving, and communication skills, as well as the ability to work effectively in a team and lead research projects.

S/he will be a dynamic, creative and co-operative colleague, ready to work with our enthusiastic teams. The new colleague must be ready for a varied and conceptually challenging job and is able to work as part of several teams, on projects of different nature dealing with high workload and deliver quality work under often tight deadlines.

The ideal candidate has a sense of initiative and flexibility, and strong sense of commitment and service towards the Commission. S/he is ready to initiate and nurture contacts and productive cooperation with colleagues from other JRC units and Commission services.

Excellent drafting and oral communication skills in order to communicate efficiently and fluently with internal and external stakeholders are required.

Essential experience and competences required:



- At least 10 years of research experience in education, skills, and labour market topics, with a strong publication record in top scientific journals;
- Strong understanding of EU education and skills policy;
- Excellent analytical, problem-solving, and communication skills, with the ability to work effectively in a team and lead research projects;
- Experience working with large datasets and statistical software, such as R or Stata;
- High level of initiative, positive attitude to change and flexibility;
- Excellent capacity to communicate complex issues in a clear and concise manner;
- Excellent command of English as well as a second official EU language is required.

Desirable specialist skills and experience:

- PhD degree in Economics, Education, or a related field;
- Experience working in international organizations, such as the European Commission, EU agencies, OECD;
- Leadership experience, with a track record of managing research teams and projects;
- Experience working with policymakers and stakeholders to inform evidence-based decision-making;
- Strong network of contacts in the education and skills research community, with experience collaborating with other researchers and institutions.



## **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. motivation letter      3. duly filled in application form.

Please send these documents by the publication deadline to [HR-JRC-SVQ-SELECTION-RECRUITMENT@ec.europa.eu](mailto:HR-JRC-SVQ-SELECTION-RECRUITMENT@ec.europa.eu) indicating the selection reference JRC/COM/2025/1223 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 in 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>1</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>1</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. Only in the case that no suitable candidate can be found from the afore-mentioned categories this vacancy notice is published and is open to other applicants<sup>2</sup>.

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter 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 in **Seville**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

The recruitment grade, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous appropriate professional experience, in accordance with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

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<sup>2</sup> Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



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.