



## **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<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.

## **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.



# Policy Officer

## in DG RTD – European Commission

**Job title:** Policy Officer

**Domain:** Science and research

**Where:** Unit G.2 – Common Programme Analysis & Regulatory Reform, Brussels

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 05.09.2025 – 12.00 (noon), Brussels time

### WE ARE

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A policy relevant and stimulating unit that drives the strategic analysis of the Framework Programme for Research and Innovation (Horizon Europe) and supports the development of innovation-friendly Union legislation. The unit steers the Framework Programme's common impact assessments and evaluations, in line with the Commission's Better Regulation approach, and drafts resulting SWDs and Commission Communications, in cooperation with relevant Commission services. The Unit also works on regulatory reform, including on regulatory sandboxes, and contributes to wider Commission efforts to make the EU regulatory framework innovation-friendly and fit for future challenges.

We are a friendly and motivated team, which empowers its members.

In particular, we:

- design the approach to Horizon Europe interim and ex-post evaluations;
- steer the monitoring, reporting, evaluation and analysis of the Framework Programme for Research and Innovation
- Manage the virtual entity (MEAVE) where the research family of DGs gather to develop analytical approaches to research and innovation policy;
- explore the use of new methodologies and indicators to report on the scientific, societal and economic impact of the R&I Framework Programmes
- steer and support Commission services in assessing the impacts of legislation on innovation;
- coordinate – in cooperation with the Secretariat-General – horizontal work on regulatory sandboxes and experimentation, and support Commission DGs in keeping the EU regulatory framework innovation-friendly;
- are in contact with Member States (e.g., regulatory sandboxes design and implementation);
- monitor the performance of R&I Framework Programmes, including analysing the progress made towards achieving objectives and expected impact along the Key Impact Pathways;
- provide Better Regulation support for impact assessments within RTD
- support and steer the evaluations and impact assessments for other DG R&I's main strategic initiatives.



## **WE PROPOSE**

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A challenging, rewarding and visible position as a policy officer in the area of research and innovation with the aim of fostering the innovation principle, by deploying novel approaches to anticipate the effects of regulation on innovation, and guiding other DGs, via the innovation principle matrix team, on how to use Better Regulation tool #22 on research and innovation and tool #69 on regulatory sandboxes. The position has a strong analytical, policy and legal dimension.

## **WE LOOK FOR**

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We are looking for a motivated candidate who:

- can swiftly integrate into the team and work in a proactive and autonomous way;
- can advise on legal concepts in different EU policy fields, and identify best practices for fostering links between regulation and innovation, including through innovation stress tests and other innovation inducive regulatory practices;
- can analyse and present complex issues, including quantitative and qualitative data, in an operational way, propose solutions moving forward and implement them;
- has a good general knowledge of EU research and innovation policy policies, and/or a good knowledge of Better Regulation and the links between innovation and regulation;
- will promote cooperation with other parts of the DG R&I and of the research family DGs and with external interlocutors
- has good analytical, drafting and communication skills.

A dynamic, proactive colleague with interest in how research and innovation policy contributes to other EU policies, and in informing future-proof regulations that anticipate technological developments.

The successful candidate must be a good team player who fosters a positive working environment.

## **HOW TO EXPRESS YOUR INTEREST?**

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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. completed application form.

Please send these documents by the publication deadline to [RTD-G2-CA-APPLICATIONS@ec.europa.eu](mailto:RTD-G2-CA-APPLICATIONS@ec.europa.eu) indicating the call for interest reference EC/2025/RTD/494058 in the subject.

**No applications will be accepted after the publication deadline.**



➤ **Am I eligible to apply?**

➤ **What about the selection steps?**

(Reference: Call for interest EC/2025/RTD/494058)



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.

## **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 IV**. 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 year**. 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 IV 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.