



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.





Information and Communication Assistant - Photo Production Coordinator

Directorate-General Communication of the European Commission

Selection reference: COMM/COM/2025/1888

Domain*: COMMUNICATION - AUDIOVISUAL AND (MASS) MEDIA

Where: Unit COMM A4 – Audiovisual Service, Brussels

Staff category and Function Group: Temporary agent 2b/d – Assistant

Grade range: AST1-AST3

Publication deadline: 06.11.2025 – 12.00 (Brussels time)

WE ARE

The Directorate-General for Communication, Unit COMM.A4 - Audiovisual Service. The Unit is responsible for the audio, video and photo coverage of the President and the 26 other Members of the College, in Brussels and worldwide. It provides free access to an extensive library of audiovisual material on the construction of the EU. It also manages the operation of the Commission's recording studios and provides technical support to TV/radio channels through easy access to its TV/radio studios, editing rooms and camera crews.

Audiovisual material for TV channels is mainly distributed via satellite ('EBS - Europe Broadcasting Service'), whereas all other Audio-Visual (AV) material (videos, photos, sound recordings) is available on the AV portal. The Unit oversees the daily management of EbS on behalf of all EU Institutions. It is also responsible for producing corporate videos and information videos for the general public, to be distributed across platforms including on social media.

The unit also manages a number of corporate framework contracts for audiovisual services and provides free access to an extensive library of audiovisual material on the EU and to audiovisual technical facilities including TV/radio studios, editing rooms and camera crews.

The unit has four sectors, with a majority of service providers with audiovisual technical skills. It contributes to the delivery of DG COMM's domain leadership in external communication and manages an annual average budget of approximately €14 million.



WE PROPOSE

DG COMM.A.4- Audiovisual Service is seeking to hire an Information and Communication Assistant - Photo Production Coordinator for a challenging and interesting position in an operational sector of a very dynamic and atypical Unit.

The successful candidate will:

- be responsible for the coordination of the work and the team of 6 photographers/editors (intra-muros staff) and will also oversee the planning desk in the studios.
- have a key role in the overall quality and creative steer of photo work of the team.
- handle the photo part of the AV coverage of the President and will be the interface with President's cabinet on photo issues (in particular for missions – editing work in Brussels whilst the President is abroad)
- be the interface with cabinets, the different units of DG COMM and other DGs for photo shoots and photo decoration
- coordinate work on stock shots production for the Commission
- identify and implement AI solutions to facilitate the editing and management of photo assets in coordination with the relevant services
- work together with the production and planning offices of the unit to better coordinate AV coverage inhouse and during missions

The successful candidate will be fully involved in public procurement related to the activities of our unit. She/he will be responsible of the implementation of the photo part of our contracts.

The future colleague will also work closely with the IT sector in developing and rolling out a new planning tool for the AV Service and with other relevant teams to establish and apply AI guidelines for the production of photo.

On occasion (in busy times), she/he will also step in to help the Production office in the organisation of AV coverage for the President and the College members.

WE LOOK FOR

We are looking for an Information and Communication Assistant - Photo Production Coordinator.

The ideal candidate should:

- be a very motivated and efficient person with a background in photography and in audiovisual media and social media to work as an assistant
- have a solid experience in institutional photo production and treatment
- have good organisation skills, be resistance to stress, have team spirit and a solid sense of humour, which are essential qualifications for joining this dynamic and highly motivated group



- have to be dynamic and well-organised, with the ability to prioritize work and lead a small team, be capable of taking initiatives
- have to be a team player and a pragmatic, pro-active, solution and service-oriented colleague
- have good relational skills and a strong sense of diplomacy and service
- handle multiple tasks simultaneously under strict deadlines
- demonstrate reporting capability, anticipation, and be quick in response and delivery.

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 COMM-A4@ec.europa.eu indicating the selection reference COMM/COM/2025/1888 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 post-secondary education attested by a diploma, or
- 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. 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.

➤ What about the selection steps?

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).



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 another 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, She/He will be recruited as a **temporary agent under Article 2(b) of the [Conditions of Employment of Other Servants](#), in function group AST.**

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\(2025\)4716](#) 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 calculated based on the qualifications and the number of years of professional experience, according to Art. 13 of the Commission Decision C(2025)4716. Higher grades may be granted exceptionally.

The duration of the **1st contract will be of 1 to 4 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service, in accordance with [Commission Decision C\(2025\)4716](#) 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.