



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.



Financial Officer – Programme management / EU policies DG BUDG of the European Commission

Selection reference: BUDG/COM/2025/1923

Domain: Economics, Finance and Statistics

Where: Unit F2 – „Budgetary Guarantees Policy, Contingent Liabilities, Financial Analytics and Reporting – Middle office“, Luxembourg

Staff category and Function Group: Temporary agent 2b – Administrator

Grade range: AD5-7

Publication deadline: 15/10/2025 - 12.00 (Brussels time)

WE ARE

The Commission's Directorate-General for Budget (DG BUDG) is the horizontal Commission service in charge of all budgetary matters, making sure the EU has the resources to deliver on its political priorities. In this role, DG BUDG is central to the policy-making process and interacts daily with all Commission services and with the wider financial community. Its main responsibilities include negotiating and implementing the multiannual financial framework (MFF) and the annual budgets, managing the annual budget cycle, overseeing the revenue and expenditure side of the budget, executing all payments, ensuring the respect of financial rules and the protection of the EU's financial interests, supervising the system of controls and reporting on the EU budget. The DG is also in charge of the management of the borrowing and lending operations funded from the capital markets. In addition, DG BUDG is the domain leader for financial management and is in charge of the corporate financial IT system. DG BUDG is structured in 7 Directorates. It has around 500 staff based in Brussels and in Luxembourg.

DG BUDG Directorate F plans and executes all financial market operations on behalf of the Union budget. This includes bond issuance and loan administration (for SURE, NextGenerationEU and financial assistance to third countries), and investment in bonds and other financial instruments on behalf of the EU budget. The Directorate also reviews the design and implementation of EU budgetary guarantees (EFSI/InvestEU, External Action Guarantee). The Directorate is responsible for the timely settlement and accounting for all operations and consolidating the processing and reporting of transaction and performance data.

DG BUDG Unit F2 evaluates and reports on the evolution of contingent liabilities that arise in the implementation of EU budgetary guarantees (EFSI/InvestEU, External Action Guarantee) and loan programmes (RRF, MFA etc). It reviews and coordinates the DG BUDG position on the design and implementation of these instruments from a budgetary perspective and compliance with the Financial Regulation. Unit F2 (Middle Office) is also responsible for gathering, processing and exploiting data relating to the financial operations of the Directorate for the purposes of performance and cost reporting, guidance of asset, liquidity and liability management, and risk-limit compliance. It is also responsible for conception of new systems to enhance these capabilities.



The EU's financing operations are organised through a common pool, supplemented by a dedicated liquidity and payment management structure. Financing is mobilised through various funding channels, including syndicated transactions and auctions, covering the full spectrum of maturities (short-term to long-term). Notably, up to 30% of the proceeds will be raised through Green Bonds, for which the Commission has established a dedicated Green Bond Framework.

To support the funding operations, BUDG F has put in place an integrated payment and liquidity management system, along with a framework for recording and allocating the costs associated with the funding operations across different beneficiaries. The main objective of this framework is to ensure a fair and equitable distribution of costs over different beneficiaries in accordance with the Union's budgetary and financial accounting framework.

While Unit F2 has a dual geographical presence in both Brussels and Luxembourg, this position is based in Luxembourg.

DG BUDG is committed to offer equal opportunities, foster a rich, diverse and equal and inclusive working environment.

WE PROPOSE

BUDG F2 is seeking to complement its team with an expert who brings first-hand operational experience in the design and optimisation of ICT processes supporting borrowing and lending and asset management operations. Next to that, there will also be tasks which relate to the budgetary management of the Commission's financial and asset management operations.

The successful candidate will hold significant operational responsibilities, particularly in implementing and enhancing the ICT systems and database systems underlying the Commission's borrowing and lending activities.

In particular, the successful candidate will be expected to:

- Work on planning and prioritising different IT needs. Gather, analyse, and define business requirements for the IT systems used by the directorate
- Coordinate IT project implementation and IT maintenance work with internal and external service providers and other stakeholders (BUDG R, BUDG C, Bloomberg, central banks, EIB, Swift, etc.)
- Be able to understand well the functioning of financial operations so that ICT needs related to these business lines can be translated into concrete products.
- Perform a number of budgetary and reporting tasks related to borrowing and lending and asset management.

The successful candidate will enjoy significant responsibilities in their respective field of expertise. S/he will have the autonomy to perform his/her tasks while fully integrating into the organisational structure of the Directorate.



WE LOOK FOR

The ideal candidate will possess a proactive approach to problem-solving and a strong team spirit. S/He should have the ability to balance financial and institutional aspects in a flexible and versatile manner. Additionally, the candidate must be able to efficiently organise and perform operational work related to invoicing processes and coordinate activities across different Directorates and services.

Key requirements include:

- Familiarity with the technical aspects of SAP ERP, SAP S/4HANA or similar IT systems
- Experience with gathering user requirements, preparing functional specification for IT systems, and working on IT project management
- Understanding of business processes in the domain of borrowing and lending, asset management and/or banking
- Basic knowledge of database systems and programming languages
- Excellent organisational skills, with a focus on prioritising and managing multiple tasks
- Capacity to perform tasks accurately and independently, managing work to meet tight deadlines
- Strong communication skills, with the ability to facilitate constructive dialogue across teams and services.
- A dynamic, experienced, and open-minded team player motivated to proactively contribute to the team's business processes.
- A very good command of English (written and oral) is required for this position.
- Familiarity with Swift, Bloomberg, SAP BusinessObjects, Qlik Sense or Microsoft PowerBI would be an advantage
- Knowledge of accounting or financial risk management would be an advantage



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 BUDG-MAILBOX-F02@ec.europa.eu indicating the selection reference BUDG/COM/2025/1923 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 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?

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.

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).



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 **Luxembourg**.

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) of the [Conditions of Employment of Other Servants](#), in function groups AD, AST or AST/SC.**

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.