



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 ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:

- 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 are 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.



Policy Officer

in DG CNECT of the European Commission

Job title: Policy Officer

Domain: Science and Research

Where: Unit CNECT.A.5, AI for Societal Good, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 02.12.2025 - 23.00 (Brussels time)

WE ARE

DG CNECT supports the digital transformation of our economy and society and conceives and implements the policies required to foster the internal market, to make Europe fit for the digital age and to gain technological autonomy.

Unit A5 – AI for Societal Good – is a key unit of the AI Office, playing an important role in developing AI models for to address major societal challenges.

The unit is the EU technical leader on AI for the public good, developing and deploying AI-based solutions at service of citizens globally in cooperation with like-minded partners. Initial work in this area is focusing on crisis management and relief, planning ahead of climate or human made disasters, building a platform countering multi-hazards and reconstruction of sustainable neighbourhoods. The successful candidate will be part of the team working on these initiatives.

Together with cities and industry technology suppliers we also develop and deliver AI and data-based solutions for efficient and sustainable operation of cities and communities. This can for example be through 'Local Digital Twins' that can be used for urban planning and reconstruction, addressing e.g. air pollution, congestion and efficient use of energy and water. Combined with this, we develop virtual and augmented reality applications for enhanced citizen engagement. The unit in charge of a multi-country initiative called Citiverse (European Digital Infrastructure Consortia) with Member States and cities to own and operate common digital infrastructures.



WE PROPOSE

Unit A5 of DG Connect is seeking to hire a policy officer with ICT expertise for a variety of tasks and responsibilities in a friendly, dynamic and motivating environment.

The successful candidate will be working on technical, scientific and policy coordination aspects at the heart of the digital transformation of smart communities with focus on AI-driven technologies and global AI-based projects.

The appointed individual will guide the definition of Research and Innovation development and deployment programmes that address solutions for the DG's policies through the definition of policy and technical requirements. They will drive the development and deployment of these solutions to bolster various policy initiatives, concerning AI and Digital Twins, aligning with the unit's objectives. This role extends to collaborating on the integration of other innovative technologies pertinent to Smart Communities and their broader ecosystem and to represent the unit in discussions within and outside the Commission.

The appointed person will also prepare policy briefings and possibly interact with international organisations, working closely with the colleagues across the European Commission on AI, Digital Twins and other technology files. Various instruments including Framework programmes and financial instruments will support the work.

WE LOOK FOR

We are looking for a proactive, versatile, ambitious, and driven individual keen to immerse her/ himself in this exciting new area. Above all, the candidate should be flexible in both work patterns and mind set and be able to work both autonomously and be part of a lively and engaged team. This position is perfect for someone who wants to dive into emerging AI-technologies, while also engaging in European and international cooperation. You will have the chance to shape significant technical projects on a European and global scale, blending tangible outcomes with political significance. A profile on ICT and in particular advanced AI-technologies, with experience developing technologies and applications is preferred. Solid, comprehensible drafting and analytical skills are essential.

We look for colleagues who meet the following criteria:

A. Required

- Capable of coordinating and bringing technical/scientific steering to diverse stakeholder networks and projects to achieve strategic policy goals set by the European Commission.
- Well-versed in translating complex technical concepts into clear and actionable requirements, ensuring the successful execution of projects.



- Skilled in collaborating with interdisciplinary teams to align technical specifications with project objectives, fostering seamless development and deployment processes.

B. Desired

- Good understanding on emerging technologies and Artificial intelligence fundamentals.
- Proficient in project coordination, having led initiatives focused on developing innovative solutions based on technologies like AI or Digital Twins.

C. Personal qualities

- Pro-active, dynamic, versatile, working autonomously but also a team-player.
- The main working language of the unit is English, another EU language would be an asset.

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. completed application form.

Please send these documents by the publication deadline to cnect-a5@ec.europa.eu and martin.bailey@ec.europa.eu indicating the call for interest reference EC/2025/CNECT/441297 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 education which corresponds to completed university studies of at least three 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.

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU²
- AND have a satisfactory knowledge (minimum level B2)³ of a second official language of the EU, to the extent necessary for the performance of the duties.

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).

³ For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



➤ **What about the selection steps?**

The selecting unit chooses from the EPSO database⁴ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best 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.

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group [IV], 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 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 of 1 year**. Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

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\(2017\)6760](#) on policies for the engagement and use of contract 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.