



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 of move between different policy 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.

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 – Social Finance

DG Employment, Social Affairs and Inclusion

European Commission

Job title: Policy Officer – Social Finance

Domain: European Public Administration

Where: Unit EMPL G3 – „Social and inclusive entrepreneurship“, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 20.10.2025 - 12.00 (noon, Brussels time)

WE ARE

DG Employment, Social Affairs and Inclusion is the DG within the Commission that develops and carries out the Commission's policies on Employment, Social Affairs and Education and Training. Examples of the areas in which we are active include support for:

- More and better jobs through the European Employment Strategy (which brings national policies closer in this field) and the European Social Fund (€9 billion per year managed in partnership with the Member States).
- Free movement of workers and coordination of social security schemes which means that every EU national has the right to work and to live in any EU country and that people who move between countries are not disadvantaged in relation to social security including healthcare.
- Social inclusion by supporting efforts to combat poverty and social exclusion, reform social protection systems, and assess new demographic and social developments.
- Helping people develop more and better skills and to put them to use.

The mission of Directorate G is to coordinate the use of the Funds managed by the DG as effective instruments to deliver a critical mass of investment to support the implementation of the European Pillar of Social Rights.

The mission of unit G3 is to foster the EU's job creation and social inclusion through the promotion of the social economy, of social and inclusive entrepreneurship and of financial instruments aiming to attract and steer non-public sector investments for social objectives. We do this through the development and implementation of both policy and funding support. Our main areas of activities include:

- Implementing the action plan on the social economy, adopted by the Commission in 2021
- Improving access to finance for entrepreneurs, in particular from under-represented groups, and for social enterprises
- Steering the work on the *Social investment and skills window* of the InvestEU programme
- Developing and monitoring shared management financial instruments funded by the ESF and ESF+
- Developing the knowledge base on social aspects of investing by the private sector and contributes to the FISMA workstream on the development of sustainable finance in the EU.

We are an enthusiastic, supportive, and dynamic group of 22 people, enjoying our work individually and as a team and facilitating the integration of new colleagues.

(Reference: Call for interest EC-2025-EMPL-499166)



WE PROPOSE

Unit G3 of DG Employment social affairs and inclusion is seeking to hire a Policy Officer to support the work of the access to finance/financial instrument team, in particular as it relates to social finance and investments. The position will consist of working on the following main tasks:

- Developing policies and initiatives to improve the access to finance for social enterprises and other social economy entities across the EU;
- Provide policy steer for the implementation of the social investment and skills window of the InvestEU programme;
- Preparing for Financial Instruments and budgetary guarantees under the next MFF in the area of social finance, based on lessons learned from our current instruments and of market needs.
- Support the development of EU financial instruments under shared management (European Social Fund +) in coordination with geographic units and develop synergies with InvestEU.
- Contribute to the external communication activities of the Unit, in particular related to the InvestEU programme.

WE LOOK FOR

We look for a well-organised and highly motivated colleague with a strong sense of responsibilities and being a good team player. The job requires very good coordination, communication and drafting skills. A background in economics/finance would be an advantage as would be experience on managing financial instruments.

As regards languages, fluency in English (written and oral) would be a clear advantage as well as a good capacity to work, draft and communicate in French.

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 EMPL-G3-UNIT@ec.europa.eu indicating the call for interest reference EC-2025-EMPL-499166 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 German.

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 years**. 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).

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



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.