



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.



Profile

Directorate-General Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) of the European Commission

Selection reference: GROW/COM/2025/1858

Domain*: Law

Where: Unit GROW.C2 - „Public Investment“, Brussels

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

Grade range: AST1/AST3

Publication deadline: 06/11/2025 - 12.00 (Brussels time)

WE ARE

Unit GROW.C2 (Public investment) is responsible for ensuring that Commission policies and programmes contribute to the promotion of necessary investments in EU strategic sectors. We ensure that the Commission's priorities for industrial policy are integrated into the EU's public investment tools, both at EU and national levels. This requires extensive coordination with all Units in the DG and a strong interface with DG COMP, DG RTD, DG BUDG and other DGs. The unit, as part of the Investments Directorate, contributes to implement the Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) mission to boost EU's prosperity and competitiveness by completing the internal market for goods and services and implementing the EU's industrial policy. Unit C2 leads the work in DG GROW on the European Competitiveness Fund. The unit aims to align EU funding with EU research and industrial policies and to support European companies seamlessly across their entire investment journey, from research to manufacturing, deploying a full toolbox of grants, loans, equity and procurement. Unit C2 also acts as a coordinator within DG GROW for Horizon Europe, the Research & Innovation Framework Programme. We ensure consistency between Horizon and other EU programmes and initiatives managed or followed by DG GROW, such as InvestEU and the Single Market Programme. Finally, unit C2 coordinates the position of DG GROW on competition policy and enforcement and engages with DG COMP to improve the coordination between internal market, industrial and competition policies. Unit C2 also co-chairs the Joint European Forum on IPCEIs with DG COMP and works with Member States and relevant DGs to identify potentially interesting technologies for future IPCEIs and improve the implementation of existing IPCEIs. The unit consists of 15 colleagues and is a multidisciplinary team working in a dynamic and cooperative atmosphere dealing with a wide range of high-profile policy topics within the Investments Directorate of DG GROW.



WE PROPOSE

We propose an interesting and challenging post, which will allow you to work on the interaction of competition and industrial policy. As part of the Competition team, you will contribute to shape DG GROW's position on key policy initiatives in the field of competition policy as well as on key competition cases, in all competition instruments (State aid, antitrust, merger). You will provide legal and policy analysis of competition policy decisions on EU industrial policy priorities. You will actively work together with colleagues across DG GROW to assess DG GROW priorities on competition policy reform, in particular priorities relating to national investment through State aid rules. You will coordinate DG GROW involvement in key DG COMP projects and interservice consultations. The work also includes providing assistance to the team in informing and advising GROW colleagues, including senior management and the Cabinet. In your work in the unit, you will have interactions with a wide range of stakeholders inside and outside the Commission, including Member States, European Parliament and industry representatives. You will play a key role to connect DG GROW to the wider policy agenda of the Commission on competitiveness and will be confronted with a wide range of technical and policy topics. You may also be involved in supporting other activities of the Unit, in particular on public investment and the implementation of the new European Competitiveness Fund. You will have an opportunity to actively contribute to the policy debate on issues related to the EU strategic autonomy and competitiveness. You will have a lot of autonomy to organise yourself within the competition team and make your files progress and reach their objectives, under the guidance of the unit's management.

WE LOOK FOR

We look for a dynamic colleague with a legal and competition background. Previous experience in working with competition policy initiatives and cases, in the private sector or public sector, would be a plus. We are looking for a friendly and highly motivated candidate with:

- Excellent ability to work within a team
- Excellent multi-tasking and prioritisation skills
- Excellent organisational skills and the ability to organise and anticipate
- Good networking skills and inter-personal skills to interact with Member States and stakeholders
- Ability to work in a proactive and independent way
- Very good analytical and problem-solving skills.

The candidate should have excellent command of English, a good command of French or German would be an advantage. Good knowledge of other EU languages is also an asset. Ensuring staff engagement is high on the agenda, which is why we deploy all that modern HR has to offer in terms of individual career development, internal and external training, personal coaching and newcomers' integration. Flexible working arrangements are mainstreamed in DG GROW so that colleagues can achieve good life-work balance and increase their productivity for the organisation.



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 GROW-DIR-C-HR@ec.europa.eu indicating the selection reference GROW/COM/2025/1858 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/French 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, 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.